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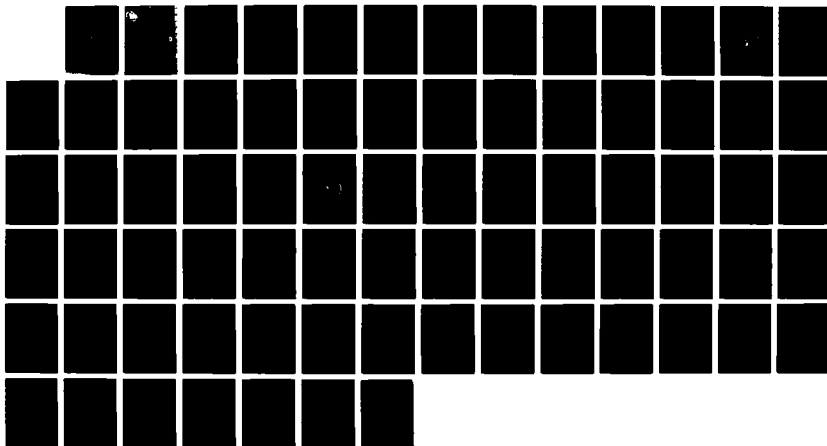
TACTICAL AIR COMMAND AND CONTROL CAREER LADDER AFSC
275X0(U) AIR FORCE OCCUPATIONAL MEASUREMENT CENTER
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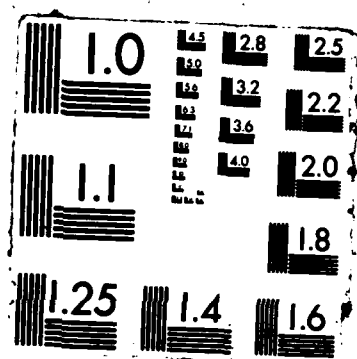
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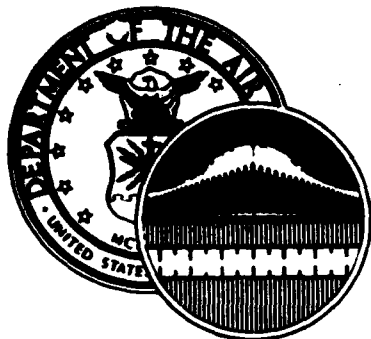
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UNITED STATES AIR FORCE

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OCCUPATIONAL SURVEY REPORT

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TACTICAL AIR COMMAND AND CONTROL CAREER LADDER

AFSC 275X0

AFPT 90-275-353

MAY 1987

OCCUPATIONAL ANALYSIS PROGRAM
USAF OCCUPATIONAL MEASUREMENT CENTER
AIR TRAINING COMMAND
RANDOLPH AFB, TEXAS 78150-5000

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PREFACE

This report presents the results of an Air Force occupational survey of the Tactical Air Command and Control (AFSC 275X0) career ladder. Authority for conducting specialty surveys is contained in AFR 35-2. Computer products used in this report are available for use by operations and training officials.

Lieutenant Fred Ward developed the survey instrument, Ms Olga Velez provided computer programming support, and Ms Linda Sutton provided administrative support. Ms Faye Shenk and Lieutenant Mary Pearch analyzed the data and wrote the final report. This report has been reviewed and approved for release by Lieutenant Colonel Charles D. Gorman, Chief, Airman Analysis Branch, Occupational Analysis Division, USAF Occupational Measurement Center.

Copies of this report are distributed to Air Staff sections, major commands, and other interested training and management personnel. Additional copies may be requested from the Occupational Measurement Center, Attention: Chief, Occupational Analysis Division (OMY), Randolph AFB, Texas 78150-5000.

RONALD C. BAKER, Colonel, USAF
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SUMMARY OF RESULTS

1. Survey Coverage: The Tactical Air Command and Control career ladder was surveyed to obtain a current data base for training management. The inventory was completed by 475 military personnel (84 percent of eligible 275X0 members). Major commands are well represented in the survey sample.
2. Career Ladder Structure: Five major job areas were identified within the AFSC 275X0 career ladder. These job areas are Tactical Air Command and Control Personnel, Airborne Personnel, Air Support Operations Personnel, Instructors, and Managers. Job incumbents in all five areas are performing a common core of tasks, with the Tactical Air Command and Control job area being the core job. The other four job areas represent very small, specialized groups which comprise only a small segment of the career ladder population.
3. Career Ladder Progression: All members of the AFSC 275X0 career ladder basically perform a technical job up through the 9-skill level. Management level duties are not fully assumed until job incumbents reach the 27500 (CEM) level.
4. Career Ladder Documents: AFR 39-1 Specialty Descriptions for all levels should be reviewed. Descriptions for both the specialists and technicians did not mention setting up and tearing down communication equipment or any airborne job function. The specialty description for AFSC 27590/00 did not adequately cover the technical job found at the 9-skill level.
5. Training Analysis: The AFSC 275X0 Specialty Training Standard (STS) and the Plan of Instruction (POI) generally were accurate; however, each had unreferenced tasks which should be reviewed for possible coverage.
6. Implications: Overall, the AFSC 275X0 career ladder is very homogeneous in terms of jobs and tasks performed. AFR Specialty Descriptions generally were accurate; however, deficiencies were noted in all and a review is recommended. Training documents generally were well supported, but again, they need to be reviewed for completeness. Job satisfaction has shown steady improvement since the 1979 survey. Write-in comments indicate a continuing problem with support for vehicle maintenance and a desire for more responsibility for air strikes.

OCCUPATIONAL SURVEY REPORT
TACTICAL COMMAND AND CONTROL CAREER LADDER
(AFSC 275X0)

INTRODUCTION

→ This is a report of an occupational survey of the Tactical Air Command and Control career ladder completed by the USAF Occupational Measurement Center in April 1987. The career ladder was previously surveyed in 1979. The survey was conducted in response to a request from the Training Development Services Division of the USAF Occupational Measurement Center to provide data which will be useful in the preparation of career ladder training development plans. *Keywords: Job analysis, Air Force training, Air Force personnel, Personnel development, Skills.*

Background

The AFSC 275X0 career ladder was created in April 1977 when AFSC 304X4 personnel involved with the Radio Operator Maintenance and Driver (ROMAD) function were moved from the AFSC 304X4 career ladder and placed in a new career ladder of their own, AFSC 275X0. In 1979, the title of the career ladder was changed to its present title.

The majority of AFSC 275X0 members are stationed on army bases, where they advise Air Force and Army personnel on the use of tactical air resources and assist air liaison officers (ALO) or forward air controllers (FAC) in tactical air mission planning. They set up, operate, and maintain mobile communication equipment, as well as operate and maintain vehicles and trailers. Performing field duties, maintaining logs and records, performing airborne duties, supervising personnel, and conducting OJT are also responsibilities of Tactical Air Command and Control personnel.

Primary entry into the career ladder is through a 14-week resident training course (E3ABP27530) at Hurlburt Field FL. The instruction areas covered are tactical radio operations, ground environment training, close air support mission planning and control, military driver's license course VI and road test, and M-16 qualification training. Completion of a basic survival course is also desirable.

SURVEY METHODOLOGY

Data for this survey were collected using Job Inventory AFPT 90-275-353 dated July 1986. To develop the inventory, pertinent career ladder documents, the previous OSR, and the previous inventory were reviewed. A tentative task list was then validated through personal interviews with subject-matter experts in operational units at the following bases:

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<u>BASE</u>	<u>REASON FOR VISIT</u>
Hurlburt Field	275X0 Air Ground Operations School
Ft Hood	Recommended by school personnel; has an Armor Division
Ft Lewis	Frequent training (2 times/month vs Ft Hood at 2 times/year).
Ft Bragg	Had the most jump qualified personnel (P275X0) and was recommended by Ft Hood and Ft Lewis personnel
Ft Carson	Armor, mechanized, and infantry division; different mission and new tasks. Actual wartime experience due to "Reforger" mission in Honduras.
Bergstrom AFB	TACP personnel here with a different mission than most 275X0s.

The resulting inventory listed 569 tasks grouped into 13 duty headings and a number of background questions asking for information about duty title, organizational level of assignment, duty AFSC, time in service, time in career ladder, job satisfaction, schedule, equipment and vehicles used, and air liaison officer/forward air controller duties.

Survey Administration

From July through October 1986, Consolidated Base Personnel Offices in worldwide operational units administered the surveys to 568 members of this career ladder. Participants were selected from a computer-generated mailing list provided by the Air Force Human Resources Laboratory.

All individuals who filled out an inventory completed an identification and biographical information section first. Next, they went through the booklet and checked each task performed in their current job. Finally, they went back and rated each task they had checked on a 9-point scale reflecting relative time spent on each task compared to all other tasks. Ratings ranged from 1, which indicated a very small amount of time spent, to 9, which indicated a very large amount of time spent. The relative percent time spent on tasks for each inventory was computed by first totaling all rating values on the inventory. Then the rating for each task was divided by this total and the result multiplied by 100. The percent time spent ratings from all inventories were combined and used with percent member performing values to describe the various groups in the career ladder.

Survey Sample

Because the career ladder was fairly small, all eligible AFSC 275X0 personnel were asked to complete the survey. Personnel who had not held the DAFSC for at least 6 weeks, had not been working in their present job for at least 6 weeks, or were in PCS status were not considered eligible. For this study, 568 DAFSC 275X0 personnel were asked to complete the inventory. Four hundred seventy-five respondents were included in the final sample. This represents 84 percent of those eligible. Table 1 shows how the sample compared to the actual population of the career ladder in terms of the distribution across MAJCOMs. These data indicate a good representation of the career ladder population in the final survey sample.

Task Factor Administration

Job descriptions alone do not provide sufficient data for making decisions about career ladder documents or training programs. Additional task factor information is needed for a complete analysis of the career ladder. To obtain the needed task factor data, selected senior personnel completed either a training emphasis (TE) or task difficulty (TD) booklet. These booklets were processed separately from the job inventories, and the TE and TD data were used in several analyses discussed later in this report.

Training Emphasis (TE). Training emphasis is the amount of structured training that first-term DAFSC 275X0 personnel need to successfully perform tasks. Structured training is defined as training provided by resident technical schools, field training detachments (FTD), mobile training teams (MTT), formal OJT, or any other organized training method. Forty-six experienced Tactical Air Command and Control personnel completed TE booklets. They rated the tasks in the inventory on a 10-point scale ranging from no training required (0) to much structured training required (9). Interrater reliability (as assessed through components of variance of standard group means) was .96, which indicates very high agreement among raters.

When TE ratings are used with other information, such as percent members performing and task difficulty, they can provide insight into training requirements and help validate the need for organized training for the career ladder.

Task Difficulty (TD). Task difficulty is defined as the length of time the average airman takes to learn how to perform a task. Forty-eight experienced personnel rated the difficulty of the tasks in the inventory on a 9-point scale ranging from 1 (easy to learn) to 9 (very difficulty to learn). Ratings were adjusted so tasks of average difficulty would have a value of 5.0. Interrater reliability was .92, which indicates good agreement among raters.

TABLE 1

COMMAND REPRESENTATION OF AFSC 275X0 SURVEY SAMPLE

<u>COMMAND</u>	<u>PERCENT OF ASSIGNED*</u>	<u>PERCENT OF SAMPLE</u>
TAC	55	58
USAFE	29	25
PACAF	11	11
AAC	2	2
ATC	2	3

Total Assigned* - 763

Total Number Eligible - 568

Total in Sample - 475

Percent of Assigned - 62%

Percent of Eligible - 84%

* As of July 1986

SPECIALTY JOBS
(Career Ladder Structure)

A USAF occupational analysis begins with an examination of the career ladder structure. This analysis is based on what personnel are doing in the ladder as determined from task responses, in contrast to official career ladder document definitions of their job. The job structure for the Tactical Air Command and Control career ladder was determined by performing a job type analysis of 475 survey respondents from the AFSC 275X0 career ladder. Based on task similarity and time spent, the jobs performed by Tactical Air Command and Control personnel broke into 11 different jobs. These jobs fell under five major areas (see Figure 1): Tactical Air Command and Control Personnel, which represents the basic job of the career ladder; Airborne Personnel; Air Support Operations Personnel; Instructors; and Managers. These groups are identified below. The group (GRP) number is a reference to computer-printed information. The letter "N" stands for the number of personnel in the group.

- I. TACTICAL AIR COMMAND AND CONTROL PERSONNEL (N=325)
 - A. Tactical Air Command Party (TACP) Personnel (GRP 83, N=310)
 - B. PACAF TACP Personnel (GRP 57, N=8)
 - C. CONUS TAC TACP Personnel (GRP 73, N=7)
- II. AIRBORNE PERSONNEL (N=31)
 - A. TAC Airborne Personnel (GRP 82, N=14)
 - B. AAC Airborne Personnel (GRP 113, N=10)
 - C. Airborne Rangers (GRP 91, N=7)
- III. AIR SUPPORT OPERATIONS PERSONNEL (N=19)
 - A. Junior Air Support Operations Personnel (GRP 71, N=13)
 - B. Senior Air Support Operations Personnel (GRP 26, N=6)
- IV. INSTRUCTORS (GRP 74, N=12)
- V. MANAGERS (N=13)
 - A. Superintendents (GRP 56, N=8)
 - B. Senior Ground Operations and Training Personnel (GRP 31, N=5)

Eighty-eight percent of the survey sample are included within these job groups. The remaining 12 percent performed tasks, or a series of tasks, that did not group with any of the defined job types. Some job titles given by these respondents include: NCOIC CORPS, NCOIC Special Projects Division, Chief Test/Evaluation Branch, and Superintendent Exercise Plans Division.

275X0 Specialty Jobs
(N=475)

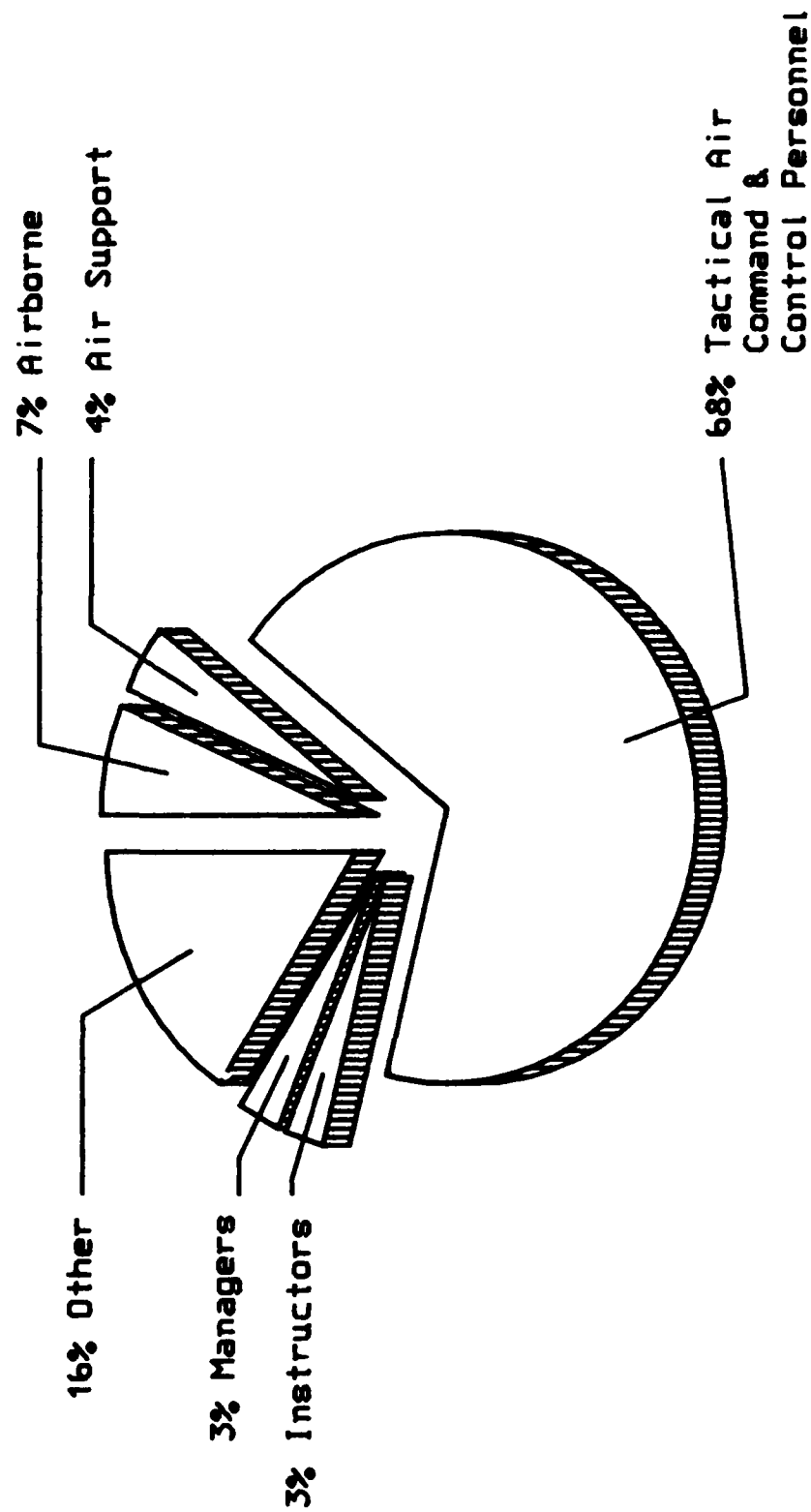


Figure 1

Career Ladder Overview

Overall, the Tactical Air Command and Control career ladder is very homogeneous. All members are performing a large number of common technical tasks relating to performing field duties, setting up, operating, and maintaining communication equipment, operating and maintaining vehicles, trailers, and power-generating equipment, and performing air strike control/air liaison duties. Common tasks performed by members of all job areas include:

- perform operator inspections on vehicles
- operationally check radios
- fire M-16 rifles for proficiency
- maintain field gear
- navigate by vehicle during day operations
- perform camouflage techniques
- practice authentication of combat communications
- practice personal hygiene under field conditions
- practice personal sanitation under field conditions
- authenticate radio transmissions
- locate targets utilizing universal transverse mercator and longitude/latitude systems

The following paragraphs offer a brief description of each of the five major job areas identified in this analysis. Task lists for each of these job areas and specific job groups are given in Appendix A. Selected background information is provided for the job areas in Table 2 and for specific jobs in Table 3. Tables 4 and 5 show the relative percent time members spend in each duty area.

Job Descriptions

I. TACTICAL AIR COMMAND AND CONTROL PERSONNEL. Comprising 68 percent of the survey sample, this major job area is essentially the core job of the AFSC 275X0 career ladder. These people perform the general tasks discussed in the career ladder overview, but they spend 16 percent of their time performing vehicle, trailer, and power-generating system operating maintenance, compared to less than 7 percent for the other jobs. In addition, they spend significantly more time than other jobs on communication equipment maintenance. Common tasks performed include:

- perform camouflage techniques
- remove antennas
- wash vehicles
- perform corrosion control on vehicles
- operationally check radios
- authenticate radio transmissions
- fire M-16 rifles for proficiency
- transmit close air support requests

TABLE 2

SELECTED BACKGROUND DATA FOR 275X0 CAREER LADDER STRUCTURE GROUPS

	FUNCTIONAL AREAS				
	TACP	AIRBORNE	AIR SUP OP	INST	MANAGERS
NUMBER IN GROUP	325	31	19	12	13
PERCENT OF TOTAL SAMPLE	68%	7%	4%	2%	3
PERCENT IN CONUS	53%	48%	37%	100%	39%
DAFSC DISTRIBUTION (PERCENT RESPONDING)					
27530	14%	-	-	-	-
27550	72%	58%	84%	83%	8%
27570	11%	36%	16%	17%	54%
27590	2%	6%	-	-	15%
27500	-	-	-	-	23%
AVERAGE GRADE	E-4	E-5	E-4, E-5	E-5	E-7
AVERAGE MONTHS IN CAREER LADDER	45	68	60	88	137
AVERAGE MONTHS IN SERVICE	71	100	73	104	242
PERCENT FIRST ENLISTMENT	49%	42%	32%	-	-
PERCENT AIRBORNE (P PREFIX)	7%	87%	-	17%	8%
PERCENT SUPERVISING	33%	42%	32%	-	77%

TABLE 3

SELECTED BACKGROUND DATA FOR 275X0 CAREER LADDER STRUCTURE GROUPS

	TACP			AIRBORNE			AIR SUP OP		INST	MANAGERS	
	GRP	GRP	GRP	GRP	GRP	GRP	GRP	GRP		GRP	GRP
NUMBER IN GROUP	83	57	73	82	113	91	71	26	74	56	31
PERCENT OF TOTAL SAMPLE	310	8	7	14	10	7	13	6	12	8	5
PERCENT IN CONUS	65%	2%	2%	3%	2%	2%	3%	1%	2%	2%	1%
	54%	-	100%	58%	20%	100%	23%	83%	100%	38%	100%
DAFSC DISTRIBUTION (PERCENT RESPONDING)											
27530	14%	-	14%	-	-	-	-	-	-	-	-
27550	72%	100%	86%	86%	30%	43%	92%	67%	83%	-	20%
27570	12%	-	-	14%	50%	57%	8%	33%	17%	50%	60%
27590	2%	-	-	-	20%	-	-	-	-	12%	20%
27500	-	-	-	-	-	-	-	-	-	38%	-
AVERAGE GRADE											
AVERAGE MONTHS IN CAREER LADDER	E-4	E-4	E-4	E-3	E-5,E-7	E-5	E-4	E-5	E-5	E-7	E-7
AVERAGE MONTHS IN SERVICE	46	36	28	47	86	87	53	74	88	149	118
PERCENT FIRST ENLISTMENT	72	47	38	55	136	136	65	90	104	269	199
	49%	63%	57%	57%	10%	-	62%	17%	-	-	-
PERCENT AIRBORNE (P PREFIX)											
PERCENT SUPERVISING	7%	-	-	79%	100%	100%	-	-	17%	12%	-
	35%	-	-	14%	60%	71%	15%	67%	-	100%	40%

TABLE 4

AVERAGE PERCENT TIME SPENT ON DUTIES BY CAREER LADDER STRUCTURE GROUPS
(PERCENT MEMBERS RESPONDING)*

DUTIES	FUNCTIONAL AREAS				
	TACP (N=325)	AIRBORNE (N=31)	AIR SUP OP (N=19)	INST (N=12)	MANAGERS (N=13)
A. ORGANIZING AND PLANNING	3	4	3	3	21
B. DIRECTING AND IMPLEMENTING	3	5	5	5	16
C. INSPECTING AND EVALUATING	2	2	2	2	13
D. TRAINING	4	8	7	24	11
E. PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	3	2	4	3	8
F. OPERATING VEHICLES	2	2	2	2	2
G. PERFORMING VEHICLE, TRAILER, AND POWER GENERATING SYSTEM OPERATOR MAINTENANCE	16	5	7	4	1
H. SETTING UP AND OPERATING COMMUNICATIONS EQUIPMENT	16	12	22	8	6
I. MAINTAINING COMMUNICATION EQUIPMENT	16	9	9	6	1
J. PERFORMING FIELD DUTIES	20	22	17	25	10
K. PERFORMING AIR STRIKE CONTROL OR AIR LIAISON DUTIES	13	17	19	10	6
L. PERFORMING GENERAL MILITARY DUTIES	2	2	3	3	4
M. PERFORMING AIRBORNE DUTIES	-	9	-	-	1

* Columns may not add up to 100 percent due to rounding
- indicates less than 1 percent

TABLE 5

AVERAGE PERCENT TIME SPENT ON DUTIES BY CAREER LADDER STRUCTURE GROUPS
(PERCENT MEMBERS RESPONDING)*

DUTIES	TACP		AIRBORNE			AIR SUP OP		INST		MANAGERS	
	GRP (N=310)	GRP (N=8)	GRP (N=7)	GRP (N=14)	GRP (N=10)	GRP (N=7)	GRP (N=13)	GRP (N=6)	GRP (N=12)	GRP (N=8)	GRP (N=5)
A. ORGANIZING AND PLANNING	3	-	-	2	6	7	3	5	3	24	16
B. DIRECTING AND IMPLEMENTING	4	-	-	3	6	7	3	10	5	20	8
C. INSPECTING AND EVALUATING	2	-	-	1	2	2	1	3	2	15	10
D. TRAINING	4	3	4	9	6	9	6	8	24	11	11
E. PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	3	3	2	2	4	2	4	3	3	7	8
F. OPERATING VEHICLES	2	4	3	2	2	2	2	4	2	1	3
G. PERFORMING VEHICLE, TRAILER, AND POWER GENERATING SYSTEM OPERA- TOR MAINTENANCE	16	11	17	7	5	1	7	8	4	-	2
H. SETTING UP AND OPERATING COMMUNI- CATIONS EQUIPMENT	15	19	19	14	12	8	22	20	8	3	11
I. MAINTAINING COMMUNICATION EQUIP- MENT	17	15	16	14	7	3	12	2	6	-	4
J. PERFORMING FIELD DUTIES	19	25	25	22	19	26	17	18	25	6	16
K. PERFORMING AIR STRIKE CONTROL OR AIR LIAISON DUTIES	13	18	11	16	16	20	20	16	10	5	8
L. PERFORMING GENERAL MILITARY DUTIES	5	1	3	1	2	3	3	3	3	5	3
M. PERFORMING AIRBORNE DUTIES	-	-	-	7	11	10	-	-	5	2	-

* Columns may not add up to 100 percent due to rounding

- Indicates less than 1 percent

These are mostly junior personnel in their first enlistment. They have an average grade of E-4 and a 5-skill level. About one-third are supervising.

Three distinct jobs were identified within this major job area--Tactical Air Command Party (TACP) Personnel, PACAF TACP Personnel, and CONUS TAC TACP Personnel. They differ in the number of tasks performed, MAJCOM assigned, and percent of time spent in the duties. Tactical Air Command Party (TACP) Personnel (GRP 83) contains the majority of personnel in the career ladder (65 percent). They also perform about three times as many tasks as PACAF TACP personnel and twice as many tasks as the CONUS TACP personnel. A distinguishing feature of the seven PACAF TACP members is that they are spending more time in the performance of air strike control and air liaison duties than the other two jobs in this group.

II. AIRBORNE PERSONNEL. Airborne personnel differ from other job areas in that they spend a large amount of time performing airborne duties in comparison to other groups (see Table 4). The following tasks are examples of the types of duties airborne personnel perform:

- practice authentication of combat communications
- decode radio messages
- isolate palletized VHF/FM system malfunctions
- operationally check radios
- participate in Air Force physical training (PT)
- perform night static line parachute jumps

These personnel spend anywhere from 7 percent to 11 percent of their time in the airborne function of their job. All possess at least a 5-skill level.

Three distinct jobs were identified in this area: TAC Airborne Personnel (GRP 82), AAC Airborne Personnel (GRP 113), and Airborne Rangers (GRP 91). TAC Airborne members are the most junior, and most are in their first enlistment. The other two jobs contain senior personnel with an average of 86 months in the career field; most are supervising. TAC Airborne members and Airborne Rangers perform about the same number of tasks (153 to 162 tasks), but AAC Airborne personnel perform an average of 223 tasks. AAC Airborne members are performing unique tasks in almost all the duties, such as analyzing data for manpower utilization, scheduling workloads, and preparing duty rosters. They perform many supervisory tasks, perhaps due to their isolated locations, but spend less time in these duties than the groups in the Manager job area. Performing certain field duties and air strike control/air liaison duties that are also unique include controlling weapons, performing heli-tactical procedures, participating in search and rescue missions, and collecting intelligence information. Most of the unique duties in which AAC Airborne personnel spend their time involve parachute maintenance and storage, such as packing parachutes and removing and replacing bad parts on personnel parachutes. All the Airborne Rangers are assigned to TAC in the CONUS. This group is the only one assisting the Navy with beacon air strikes and direction of naval gunfire. Like the AAC Airborne, Rangers also perform heli-tactical procedures.

III. AIR SUPPORT OPERATIONS PERSONNEL. This group is so named because they are the leaders in time spent on performance of air strike control and air liaison duties and communications equipment set up and operation. Some of the tasks they frequently do include removing antennas, processing close air support requests, inputting data in computers, performing routine maintenance on chemical protective masks, and setting up, activating, and tearing down environmental control units (ECU). All members possess at least a 5-skill level.

Two jobs were identified within this area, differing primarily on level of experience. The data indicated that Senior Air Support Operations personnel spend 10 percent of their time in the duty of directing and implementing, contrasted to 3 percent time spent for this duty by Junior Air Support Operations members. Senior Air Support Operations personnel only spend 2 percent of their time maintaining the communication equipment, but Junior Air Support Operations personnel spend 12 percent of their time in this duty. Most of the Junior Air Support Operations personnel are stationed overseas in PACAF and USAFE. Over half are in their first enlistment, and only 2 of the 13 members of this group are supervising. One of the unique task functions for this group is removing and replacing encryption equipment. They perform an average of 144 tasks, in contrast to the Senior Air Support Operations personnel, who perform an average of 84 tasks. As suggested by their name, Senior Air Support Operations personnel have an average of 75 months in the career field, and only one individual is in a first enlistment. Four of the six members in this group are supervising, so about 10 percent of their time is spent in the duty of directing and implementing. Only one individual is overseas in USAFE; the other five are at Bergstrom AFB TX and call themselves Fighter Duty Technicians. Typical duties include tearing down NVIS antennas, erecting tents, and assigning specific tasks to personnel. Two of the unique tasks they perform are operationally checking mobilizers and transporters and administering skill performance tests.

IV. INSTRUCTORS. All 12 members of this group are stationed at Hurlburt Fld FL. Half are assigned from ATC and half are from TAC. Nine carry Instructor prefixes (T) to their DAFSC; four members carry the Parachutists prefix (P) on their PAFSC, but only two carry this prefix on their DAFSC. Four of the members are performing airborne duties. Most of the members are E-5, with an average time in the career field of 88 months. Instructors perform an average of 149 tasks, and this group spends far more time training members than other groups. Twenty-five percent of their time is spent performing field duties, 10 percent of their time is spent performing air strike control or air liaison duties, and 5 percent of their time is spent performing airborne duties; most of these duties are related to their instruction in the course. Some examples of tasks which members perform include:

- prepare food under field conditions
- perform day static line parachute jumps
- administer skill performance tests
- locate targets utilizing universal transverse mercator and longitude/latitude systems

- develop formal technical training course materials
- update formal technical training courses
- perform special duty assignments

V. MANAGERS. As the title suggests, these personnel are the managing element of this career ladder. Composed of senior personnel with an average grade of E-7, these people are organizing, planning, and training. Most possess a 7-skill level. This job area contains two jobs, Superintendents (GRP 56) and Senior Ground Operations and Training personnel (GRP 31), which together comprise 3 percent of the total sample population. Superintendents are by far the most senior of any of the groups, with an average of 269 months in service and 149 months in the career ladder. As expected, all are supervising; three of the members are in the CONUS and five are overseas. In addition to organizing, planning, and training, these members are also performing the supervisory tasks of directing and implementing, as well as inspecting and evaluating. They spend the least amount of time of all the jobs in technical tasks, such as field duties, setting up, operating, and maintaining communications equipment, and performing air strike control/air liaison duties. Examples of the tasks they perform are:

- determine work priorities
- counsel subordinates on personal or military-related matters
- review correspondence or reports
- participate in ancillary training

Senior Ground Operations and Training personnel are only in the CONUS. They average 119 months in the career ladder, but only two of the five members are supervising. They perform an average of 132 tasks, and spend significantly more time than the Superintendents performing field duties and setting up and operating communication equipment, and less time than that same group in directing and implementing. Senior Ground Operations and Training personnel spend most of their time organizing, planning, and performing field duties. Some examples of the type of tasks performed on the job include:

- navigate by vehicle during day operations
- prepare briefings
- arrange for training aids
- operationally check radios

Comparison to Previous Survey

The jobs identified in this study were compared against those identified in the 1979 study to determine how the career ladder structure might have changed over the years. While job titles differ between the two studies, overall, the jobs appear to have remained somewhat stable.

PREVIOUS SURVEY JOB AREAS

- I. Tactical Air Command and Control Superintendents
- II. TACC NCOICs
- III. Tactical Air Command and Controllers (TACCs)
- IV. Jr TACC Personnel
- V. Set Up Technicians

CURRENT SURVEY JOB AREAS

- I. Tactical Air Command and Control Personnel (TACCs)
- II. Airborne Personnel
- III. Air Support Operations Personnel
- IV. Instructors
- V. Managers

The major job of the Tactical Air Command and Control career ladder in the previous survey, Tactical Air Command and Controllers, was roughly the same percentage of the sample (65 percent) and performed the same duties as the core group, Tactical Air Command and Control Party Personnel (68 percent), identified in this survey report. In addition, the September 1979 OSR identified TACC Superintendents, a group identical to this survey's Superintendents (GRP 56).

The Airborne personnel, which in this OSR were separated on the basis of performing airborne duties, were not identified in the 1979 study as a separate job group, although they were probably covered in the Tactical Air Command and Controllers group.

The remaining groups identified in this survey--Instructors (GRP 74), Senior Ground Operations and Training Personnel (GRP 31), Jr and Sr Air Support Operations Personnel (GRPs 71 and 26), PACAF TACP Personnel (GRP 57) and CONUS TAC TACP Personnel (GRP 73)--were included in job groups listed under the previous survey's clusters for TACC NCOICs, TACCs, or Junior TACC personnel.

ANALYSIS OF DAFSC GROUPS

An examination of DAFSC groups, in conjunction with the analysis of the specialty jobs, is an important part of each occupational analysis. The DAFSC analysis reveals similarities and differences among the various skill levels in relation to the tasks they perform and the relative time spent on particular duties. The information is used to assess the accuracy of career ladder documents, such as the Specialty Descriptions (AFR 39-1) and the Specialty Training Standard (STS), as well as to determine potential training needs.

Table 6 presents the relative percent time spent in each duty across skill levels. This table illustrates the pattern of career progression in the career ladder. As shown, the 3-, 5-, and 7-skill level personnel focus their time in the technical areas. The 7-skill level begins to develop some supervisory and training experience, but time spent on management functions is not predominant until the 9-CEM level.

TABLE 6
AVERAGE PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS
(PERCENT MEMBERS RESPONDING)*

<u>DUTY AREA</u>	<u>27530/ 27550 (N=374)</u>	<u>27570 (N=79)</u>	<u>27590/ 27599 (N=22)</u>
A. ORGANIZING AND PLANNING	3	10	17
B. DIRECTING AND IMPLEMENTING	3	9	11
C. INSPECTING AND EVALUATING	1	5	12
D. TRAINING	5	8	7
E. PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	3	4	6
F. OPERATING VEHICLES	2	2	1
G. PERFORMING VEHICLE, TRAILER, AND POWER GENERATING SYSTEM OPERATOR MAINTENANCE	15	9	5
H. SETTING UP AND OPERATING COMMUNICATIONS EQUIPMENT	16	10	9
I. MAINTAINING COMMUNICATION EQUIPMENT	15	8	5
J. PERFORMING FIELD DUTIES	20	15	12
K. PERFORMING AIR STRIKE CONTROL OR AIR LIAISON DUTIES	14	15	9
L. PERFORMING GENERAL MILITARY DUTIES	2	3	4
M. PERFORMING AIRBORNE DUTIES	1	2	2

* Columns may not add up to 100 percent due to rounding

Skill Level Descriptions

DAFSC 27530/27550. A comparison of duty and task performance between 3-skill level and 5-skill level personnel indicates the job they perform is essentially the same; therefore, they are discussed as one group. Three- and 5-skill level personnel represent 79 percent of the survey sample. They set up, operate, and maintain communication equipment. They maintain vehicle, trailer, and power generating systems. In addition, they perform field duties and air strike control or air liaison duties. Eighty percent of their job time is spent in these technical areas.

The 3- and 5-skill level personnel perform many tasks in common (time spent overlap is 86 percent). The tasks which show differences between the skill levels reflect the assumption of supervisory responsibilities rather than differences in performance of technical tasks. Table 7 presents representative tasks performed by these airmen.

The distribution of skill level personnel across the career ladder job areas is displayed in Table 8. As would be expected, most 3- and 5-skill level personnel are found within the technical jobs identified in the career ladder structure analysis. As shown in Table 8, 75 percent of the specialists are found within the Tactical Air Command and Control Personnel job, which represents the core job of the career ladder.

DAFSC 27570. The 7-skill level technicians (79 members; 17 percent of the sample) also provide technical support for the career ladder. They perform in the same duties as the specialist; however, they spend less time in the technical areas except for air strike control or air liaison duties. Forty-five percent of the 7-skill level personnel were found within the basic core job of the career ladder, Tactical Air Command and Control Personnel, which further points to the technical nature of the 7-skill level position. Examples of tasks which differentiate between the specialist and technician level are shown in Table 9. Although two-thirds of the technicians supervise, the primary focus of their job is still technical. They spend only a third of their job time in managerial duties. Representative tasks are shown in Table 10.

DAFSC 27590/27500. Twenty-two Tactical Air Command and Control Superintendents (N=15) and Managers (N=7) completed the job inventory. (See Table 11 for representative tasks and Table 12 for tasks which distinguish between the 7-skill level and DAFSC 27590/00 personnel.) Personnel holding the Superintendent and Manager skill level fill roles at the highest career ladder levels. However, about half are still working within the technical environment and 27 percent did not group into any of the reportable job groups. Generally DAFSC 27590 personnel serve as Superintendents of Operations or NCOIC Ground Operations Training. In contrast, CEMs are usually doing only management activities (63 percent of their time). For example, they compose and review correspondence or reports, evaluate after-action reports, prepare and plan briefings or staff studies, establish performance standards, and review equipment requirements. Their job titles include Commandant, Director of Communications/Control Systems, NCOIC Airland Operations Branch, Chief Grad TAC Air Control Section.

TABLE 7

REPRESENTATIVE TASKS PERFORMED BY COMBINED DAFSC 27530 AND 27550 AIRMEN

TASKS	PERCENT MEMBERS PERFORMING	
H311	OPERATIONALLY CHECK RADIOS	95
J456	PRACTICE PERSONAL HYGIENE UNDER FIELD CONDITIONS	94
J433	MAINTAIN FIELD GEAR	94
J437	NAVIGATE BY VEHICLE DURING DAY OPERATIONS	93
F191	PERFORM OPERATOR INSPECTIONS ON VEHICLES	93
K475	AUTHENTICATE RADIO TRANSMISSIONS	93
G295	WASH VEHICLES	92
J445	PERFORM CAMOUFLAGE TECHNIQUES	92
H310	OPERATIONALLY CHECK PALLETIZED RADIO SYSTEMS	91
J453	PRACTICE AUTHENTICATION OF COMBAT COMMUNICATIONS	90
H309	OPERATIONALLY CHECK GENERATORS	89
I363	REMOVE ANTENNAS	89
K500	MONITOR AIR REQUEST NETS	89
H324	SET UP COMMUNICATIONS PALLETS FOR OPERATION USING VEHICLE POWER	88
D142	PARTICIPATE IN AIR FORCE PHYSICAL TRAINING (PT)	87
J460	PREPARE HELMETS AND LOAD BEARING EQUIPMENT FOR WEAR	87
J459	PREPARE FOOD UNDER FIELD CONDITIONS	87
H321	SET UP BACKPACK RADIOS	84
K522	TRANSMIT CLOSE AIR SUPPORT REQUESTS	85
J469	TEAR DOWN TENTS	85
H332	TEAR DOWN BACKPACK RADIOS	84
J438	NAVIGATE BY VEHICLE DURING NIGHT OPERATIONS	84
J417	ERECT TENTS	84
G204	CLEAN BATTERY BOXES ON VEHICLES	83
H335	TEAR DOWN COMMUNICATIONS PALLETS USING VEHICLE POWER	83
H323	SET UP COMMUNICATIONS PALLETS FOR OPERATION USING AUXILIARY POWER	83
G212	PERFORM CORROSION CONTROL ON VEHICLES	82
K510	PREPARE CLOSE AIR SUPPORT REQUESTS	82
H329	SET UP RADIOS FOR REMOTE OPERATIONS	82
J458	PREPARE BIVOUAC SITES	81
H305	LAY FIELD WIRE	81
I380	REPLACE ANTENNAS	81
J430	LOAD AMMUNITION INTO WEAPONS	81
H298	ERECT HIGH FREQUENCY (HF) EXTENDER KITS	81
H340	TEAR DOWN RADIOS	80
H327	SET UP NEAR VERTICAL INCEDENCE SKYWAVE (NVIS) ANTENNA	80
G211	PERFORM CORROSION CONTROL ON TRAILERS	80
G220	PERFORM OPERATOR INSPECTIONS ON TRAILERS	80
I379	REMOVE VHF/FM RADIOS	79
I376	REMOVE UHF/VHF CONTROL HEADS	79
J423	FIRE M-16 RIFLES FOR PROFICIENCY	79

TABLE 8

DISTRIBUTION OF DAFSC GROUP MEMBERS ACROSS CAREER LADDER JOB GROUPS
(PERCENT MEMBERS)*

<u>JOB GROUPS</u>	<u>27530/ 27550 (N=374)</u>	<u>27570 (N=79)</u>	<u>27590/ 27599 (N=22)</u>
TACTICAL AIR COMMAND AND CONTROL PERSONNEL	75	45	41
AIRBORNE PERSONNEL	5	14	19
AIR SUPPORT OPERATIONS PERSONNEL	4	-	-
INSTRUCTORS	3	3	-
MANAGERS	-	9	23
OTHER (N=75)**	13	25	27

- Indicates less than 1 percent

* Columns may not add up to 100 percent due to rounding

** Those incumbents not grouping in any of the above job groups

TABLE 9

TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 27530/27550 AND 27570 PERSONNEL
(PERCENT MEMBERS RESPONDING)

TASKS		27530/ 27550	27570
I368	REMOVE HF CONTROL HEADS	79	44
I358	MAINTAIN HAND SETS	75	42
G260	REPAIR FLAT TIRES ON VEHICLES	49	18
I372	REMOVE HF 718F-2 COFFINS	71	41
I367	REMOVE HF ANTENNA COUPLERS	72	42
I376	REMOVE UHF/VHF CONTROL HEADS	79	49
J411	CONSTRUCT SHELTERS	75	47
G211	PERFORM CORROSION CONTROL ON TRAILERS	80	52
I365	REMOVE COMMUNICATION PALLETS	72	44
I369	REMOVE HF LOAD COILS	65	38
G212	PERFORM CORROSION CONTROL ON VEHICLES	82	54
G204	CLEAN BATTERY BOXES ON VEHICLES	83	57
G240	REMOVE TIRES ON VEHICLES	72	46
G206	INSTALL SLAVE RECEPTACLES	41	15

E153	COMPOSE CORRESPONDENCE OR REPORTS	22	67
L527	DRAFT AWARDS AND DECORATIONS	12	53
E107	REVIEW CORRESPONDENCE OR REPORTS	14	54
A10	ESTABLISH WORK SCHEDULES	20	61
A20	PLAN PERSONNEL DEPLOYMENTS	16	56
B51	COUNSEL SUBORDINATES ON INTERSERVICE RELATIONS	21	61
E172	PREPARE DUTY ROSTERS	8	47
B74	SCHEDULE LEAVES OR PASSES	15	53
B52	COUNSEL SUBORDINATES ON PERSONAL OR MILITARY- RELATED MATTERS	30	68
C112	WRITE APR	24	62
B45	ASSIGN PERSONNEL TO DUTY POSITIONS	10	46

TABLE 10
REPRESENTATIVE TASKS PERFORMED BY DAFSC 27570 AIRMEN

TASKS	PERCENT MEMBERS PERFORMING
D142 PARTICIPATE IN AIR FORCE PHYSICAL TRAINING (PT)	87
K475 AUTHENTICATE RADIO TRANSMISSIONS	84
J433 MAINTAIN FIELD GEAR	82
F191 PERFORM OPERATOR INSPECTIONS ON VEHICLES	81
J460 PREPARE HELMETS AND LOAD BEARING EQUIPMENT FOR WEAR	81
H310 OPERATIONALLY CHECK PALLETIZED RADIO SYSTEMS	80
H311 OPERATIONAL CHECK RADIOS	80
J456 PRACTICE PERSONAL HYGIENE UNDER FIELD CONDITIONS	78
J437 NAVIGATE BY VEHICLE DURING DAY OPERATIONS	77
J453 PRACTICE AUTHENTICATION OF COMBAT COMMUNICATIONS	77
K494 LOCATE TARGETS UTILIZING UNIVERSAL TRANSVERSE MERCATOR AND LONGITUDE/LATITUDE SYSTEMS	77
K500 MONITOR AIR REQUEST NETS	76
J457 PRACTICE PERSONAL SANITATION UNDER FIELD CONDITIONS	76
K485 DECODE RADIO MESSAGES	76
J445 PERFORM CAMOUFLAGE TECHNIQUES	76
K472 ADVISE ARMY GROUND PERSONNEL ON STRIKE INFORMATION	75
J459 PREPARE FOOD UNDER FIELD CONDITIONS	75
H321 SET UP BACKPACK RADIOS	75
H307 OPERATIONALLY CHECK "HAVE QUICK" SYSTEMS	73
K501 MONITOR TACTICAL AIR DIRECTION NETS	72
B47 ASSIGN SPECIFIC TASKS TO PERSONNEL	71
L531 PERFORM SELF-HELP PROJECTS	71
K503 OPERATE AIR REQUEST NETS	71
D143 PARTICIPATE IN ANCILLARY TRAINING	71
K473 ADVISE ARMY GROUND PERSONNEL ON TACTICAL AIR SUPPORT CAPABILITIES	71
K510 PREPARE CLOSE AIR SUPPORT REQUESTS	71
H312 OPERATIONALLY CHECK REMOTE CONTROL UNITS	71
K490 ENCODE RADIO MESSAGES	71
K522 TRANSMIT CLOSE AIR SUPPORT REQUESTS	70
H324 SET UP COMMUNICATIONS PALLETS FOR OPERATION USING VEHICLE POWER	70
A4 DETERMINE WORK PRIORITIES	68
B52 COUNSEL SUBORDINATES ON PERSONAL OR MILITARY-RELATED MATTERS	68
K507 PLAN CLOSE AIR SUPPORT MISSIONS	68
J469 TEAR DOWN TENTS	68
J458 PREPARE BIVOUAC SITES	68
E153 COMPOSE CORRESPONDENCE OR REPORTS	67
A37 PREPARE BRIEFINGS	67
G295 WASH VEHICLES	67
J438 NAVIGATE BY VEHICLE DURING NIGHT OPERATIONS	67

TABLE 11

REPRESENTATIVE TASKS PERFORMED BY COMBINED DAFSC 27590 AND 27500 AIRMEN

TASKS	PERCENT MEMBERS PERFORMING
C107 REVIEW CORRESPONDENCE OR REPORTS	100
D142 PARTICIPATE IN AIR FORCE PHYSICAL TRAINING (PT)	95
E153 COMPOSE CORRESPONDENCE OR REPORTS	91
A12 PLAN BRIEFINGS	91
A4 DETERMINE WORK PRIORITIES	91
A3 DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, SUPPORT EQUIPMENT, OR SUPPLIES	86
B52 COUNSEL SUBORDINATES ON PERSONAL OR MILITARY-RELATED MATTERS	86
D143 PARTICIPATE IN ANCILLARY TRAINING	86
B44 ACCOMPLISH AFTER-ACTION REPORTS	86
L527 DRAFT AWARDS AND DECORATIONS	86
A8 ESTABLISH PERFORMANCE STANDARDS	82
L536 PREPARE FOR VIP VISITS	82
C102 INSPECT FACILITIES	82
A2 DETERMINE BUDGETING OR FINANCIAL REQUIREMENTS	82
E154 COORDINATE WITH SUPPLY FUNCTIONS ON AVAILABILITY OF PARTS	82
C112 WRITE APR	82
B47 ASSIGN SPECIFIC TASKS TO PERSONNEL	82
A10 ESTABLISH WORK SCHEDULES	82
C86 EVALUATE AFTER-ACTION REPORTS	77
A37 PREPARE BRIEFINGS	77
C103 INSPECT HOUSEKEEPING	77
L531 PERFORM SELF-HELP PROJECTS	77
A33 PREPARE AND UPDATE LOCAL POLICY DIRECTIVES	77
A30 PREPARE AGENDA FOR STAFF MEETINGS	73
A23 PLAN PROCUREMENT OF PERSONNEL	73
L530 PARTICIPATE IN VIP VISITS	73
C95 EVALUATE SUGGESTIONS	73
A34 PREPARE AND UPDATE OFFICE INSTRUCTIONS	73
A35 PREPARE AND UPDATE STANDING OPERATING PROCEDURES (SOP)	73
L528 PARTICIPATE IN JOINT ARMY ACTIVITIES	73
C98 INDORSE AIRMAN PERFORMANCE REPORTS (APR)	73
A21 PLAN PHYSICAL LAYOUT OF FACILITIES	73
J453 PRACTICE AUTHENTICATION OF COMBAT COMMUNICATIONS	73
H316 POSITION EQUIPMENT FOR OPERATIONAL USE	73
J456 PRACTICE PERSONAL HYGIENE UNDER FIELD CONDITIONS	73
J457 PRACTICE PERSONAL SANITATION UNDER FIELD CONDITIONS	73
J437 NAVIGATE BY VEHICLE DURING DAY OPERATIONS	73
J460 PREPARE HELMETS AND LOAD BEARING EQUIPMENT FOR WEAR	73

Adequacy of AFR 39-1 Specialty Descriptions

Data were compared with the three Air Force Specialty Descriptions, AFSC 27510/30/50 (30 Apr 85), AFSC 27570 (30 Apr 84), and AFSC 27590/00 (30 Apr 84), to determine whether the descriptions were adequate and supported by the data.

For the 3- and 5-skill level groups, most of the description was adequate; however, no provision is made for setting up and tearing down communication equipment. A high percentage of the 374 members are performing set-up tasks as illustrated in Table 13. Also shown in this table are airborne duties performed, a duty also not listed in the specialty description. Members are only spending 1 percent of their time in airborne tasks, but some of the specialty jobs are based on the performance of airborne duties.

Both of the categories mentioned above are also applicable to the 7-skill level personnel. These 79 members are spending 11 percent of their time setting up, tearing down, and operating communications equipment. Two percent of the members' time is spent performing airborne duties.

Specialty Description 27590/00 should also be reviewed. Although the major function of the 9-skill level is superintendent duties, the description does not account for the technical nature of the job and the related skills. There is an especially large difference between the tasks performed by 9-skill level personnel and the CEMs, as the former are still performing field duties, setting up and operating communications equipment, maintaining communications equipment, and performing airborne duties. The specialty description does not account for these areas. Table 13 gives examples of percent members performing tasks in these areas.

SPECIALTY TRAINING

Occupational survey data are a source of information which may be used to determine requirements for training and relevancy of training documents. OSR factors which may be used to evaluate training are primarily percent members performing tasks and, secondarily, training emphasis (TE) and task difficulty (TD) ratings. TE ratings indicate which tasks experienced personnel in the career ladder feel are important for newly enlisted members to know to be able to do their job. These ratings do not necessarily imply that training must be in a resident course; training may be provided through such means as OJT, FTD, and CDCs. Senior personnel rate each task on a scale of 0 through 9; 0 indicating no training is required and 9 indicating that a very high emphasis should be placed on training that task. These ratings are processed to produce a rank-order listing of tasks from high degree of emphasis to no training required. The TD ratings provide a guide as to how difficult the tasks are to learn. The average TD rating is set to 5 so this value can be used as a reference to determine how much time will be needed to teach task knowledge or

TABLE 12

TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 27570 AND 27590/27500 PERSONNEL
(PERCENT MEMBERS RESPONDING)

TASKS	27570	27590/ 27500
J446 PERFORM COVERT SIGNALLING METHODS	62	36
G204 CLEAN BATTERY BOXES ON VEHICLES	57	32
H307 OPERATIONALLY CHECK "HAVE QUICK" SYSTEMS	73	50
G212 PERFORM CORROSION CONTROL ON VEHICLES	54	32
I353 ISOLATE PORTABLE HF RADIO MALFUNCTIONS	54	32
I380 REPLACE ANTENNAS	63	41
G261 REPLACE AIR CLEANERS ON VEHICLES	35	14
H327 SET UP NEAR VERTICAL INCEDENCE SKYWAVE (NVIS) ANTENNA	67	45
K485 DECODE RADIO MESSAGES	76	55
K510 PREPARE CLOSE AIR SUPPORT REQUESTS	70	50
K477 BRIEF ARMY GROUND PERSONNEL ON TACTICAL RECONNAISSANCE CAPABILITIES	48	27
I379 REMOVE VHF/FM RADIOS	57	36
H339 TEAR DOWN NVIS ANTENNA	65	45

A2 DETERMINE BUDGETING OR FINANCIAL REQUIREMENTS	25	82
A23 PLAN PROCUREMENT OF PERSONNEL	19	73
C107 REVIEW CORRESPONDENCE OR REPORTS	54	100
E174 PREPARE MANPOWER CHANGE REQUESTS	10	55
A7 DRAFT INPUTS FOR HOST-BASE INTERSERVICE SUPPORT AGREEMENTS	24	68
B82 SUPERVISE PERSONNEL WITH AFSC OTHER THAN 275X0	15	59
A30 PREPARE AGENDA FOR STAFF MEETINGS	30	73
C86 EVALUATE AFTER-ACTION REPORTS	35	77
A33 PREPARE AND UPDATE LOCAL POLICY DIRECTIVES	36	77
C102 INSPECT FACILITIES	42	82
A21 PLAN PHYSICAL LAYOUT OF FACILITIES	33	73

TABLE 13

EXAMPLES OF TASKS PERFORMED BY DAFSC PERSONNEL NOT REFERENCED TO AFR 39-1

TASKS	1ST ENL	PERCENT PERFORMING BY SKILL LEVEL		
		-----275-----		
		50	70	90/ 00
SETTING UP AND OPERATING COMMUNICATIONS EQUIPMENT				
H297 CONSTRUCT FIELD EXPEDIENT ANTENNA	77	76	57	64
H298 ERECT HIGH FREQUENCY (HF) EXTENDER KITS	85	81	65	50
H305 LAY FIELD WIRE	85	82	61	59
H316 POSITION EQUIPMENT FOR OPERATIONAL USE	82	80	67	73
H321 SET UP BACKPACK RADIOS	91	85	75	68
H324 SET UP COMMUNICATIONS PALLETS FOR OPERATION USING VEHICLE POWER	92	88	70	64
H326 SET UP LONG WIRE ANTENNAS	77	73	56	68
H329 SET UP RADIOS FOR REMOTE OPERATIONS	88	81	65	64
H332 TEAR DOWN BACKPACK RADIOS	89	84	66	59
H335 TEAR DOWN COMMUNICATIONS PALLETS USING VEHICLE POWER	85	83	65	64
H337 TEAR DOWN HF EXTENDER KITS	84	77	62	50
H340 TEAR DOWN RADIOS	85	80	67	59
MAINTAINING COMMUNICATIONS EQUIPMENT				
I352 ISOLATE PALLETIZED VHF/FM SYSTEM MALFUNCTIONS	79	76	61	55
I363 REMOVE ANTENNAS	93	88	67	55
PERFORMING FIELD DUTIES				
J453 PRACTICE AUTHENTICATION OF COMBAT COMMUNICATIONS	58	55	39	41
J458 PREPARE BIVOUAC SITES	81	82	68	64
PERFORMING AIRBORNE DUTIES				
M540 DETERMINE WIND DRIFT	8	11	17	23
M544 INSPECT PERSONNEL PARACHUTES	8	10	17	23
M555 PERFORM DAY STATIC LINE PARACHUTE JUMPS	13	14	20	23
M558 PERFORM JUMPMaster DUTIES	5	8	17	23
M561 PERFORM NIGHT STATIC LINE PARACHUTE JUMPS	14	14	20	23
M562 PERFORM RAPPEL MASTER CHECKLIST	4	5	5	9
M569 SUPERVISE RAPPEL OPERATIONS	7	8	9	9

performance. These factors may assist managers in determining the most appropriate tasks to train and the most appropriate type of training: formal training (structured), Career Development Course (CDC), or OJT (supplementary or advanced).

First-Enlistment Personnel

First-enlistment personnel are the target group for the initial resident training course. OSR data provide information which can be used by training personnel to develop or evaluate training programs. For example, percent members performing task data are available for first job (1-24 months TAFMS) and first-enlistment (1-48 months TAFMS) groups. Background data provide such information as areas where they work and equipment used. Data from the career ladder structure analysis show the types of jobs being performed by newly assigned airmen. TE and TD ratings provide a consensus of opinion from experienced raters in what they consider important for training and how difficult the tasks are to learn.

First-enlistment personnel comprise 43 percent of the Tactical Air Command and Control career ladder. The survey sample includes 196 first-enlistment personnel. Sixty-one percent work as Battalion TACP. Fifty-nine percent are assigned to TAC and 39 percent to USAFE. Forty-four percent are assigned overseas. Three-fourths of the survey sample first-termers are DAFSC 27550 personnel, with 10 percent holding the P prefix (Airborne).

These newly trained personnel provide a work force to set up, operate, and maintain communications equipment. They perform field duties and air strike control or air liaison duties. In addition, they perform vehicle, trailer, and power generating system operator maintenance. Figure 2 shows 78 percent of the first-enlistment personnel are included in the TACCP job area. As indicated in the Career Ladder Structure section, this is the basic job of the career ladder and can be used to help identify tasks which should be trained.

They perform an average of 194 tasks. Specific tasks include: wash vehicles, perform operator inspections on vehicles, participate in Air Force Physical Training (PT), operationally check radios and palletized radio systems, and set up communications pallets for operation using vehicle power. Representative tasks are shown in Table 14. Vehicles operated by first-enlistment personnel are listed in Table 15. Table 16 shows radio sets/groups operated and maintained by personnel in initial job positions.

Table 17 lists the 25 tasks with highest TE ratings. These tasks illustrate the type of performance or knowledge considered important for training by senior technicians. These examples also illustrate the various types of data (percent members performing, training emphasis, and task difficulty) which can be used to evaluate training documents. In Table 17, all of the tasks have TE ratings at least one standard deviation above the mean, which indicates these tasks should be considered for training. All of these tasks are also performed by at least 74 percent of the first-enlistment personnel. Several of these tasks also have above average TD ratings, which indicates

275X0 Specialty Jobs
First-Enlistment Personnel
(N=196)

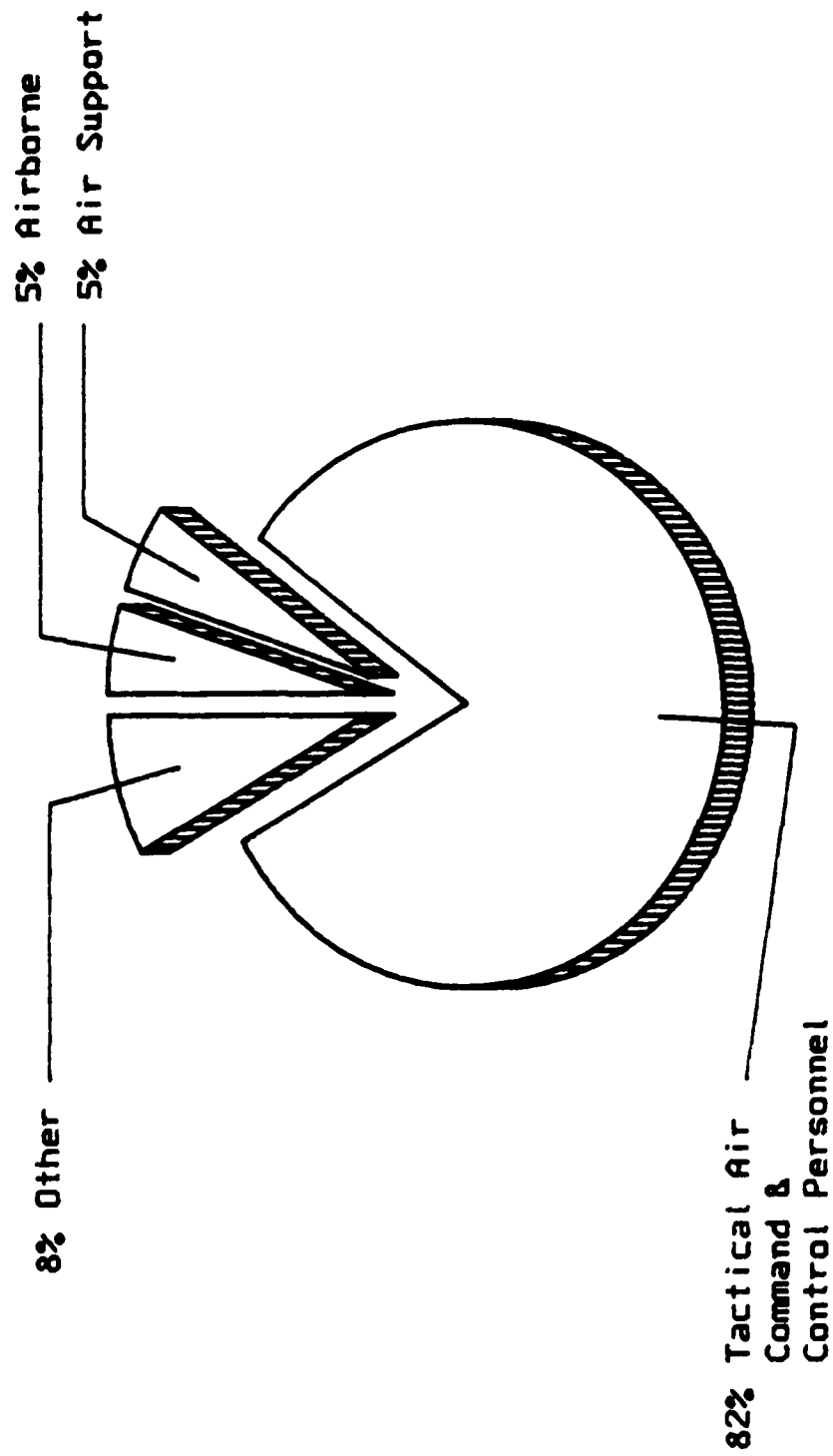


Figure 2

TABLE 14

REPRESENTATIVE TASKS PERFORMED BY DAFSC 275X0 AIRMEN WITH 1-48 MONTHS TAFMS

TASKS	PERCENT MEMBERS PERFORMING
H311 OPERATIONALLY CHECK RADIOS	95
J437 NAVIGATE BY VEHICLE DURING DAY OPERATIONS	95
J433 MAINTAIN FIELD GEAR	95
G295 WASH VEHICLES	94
J445 PERFORM CAMOUFLAGE TECHNIQUES	94
H307 OPERATIONALLY CHECK "HAVE QUICK" SYSTEMS	94
K475 AUTHENTICATE RADIO TRANSMISSIONS	94
J456 PRACTICE PERSONAL HYGIENE UNDER FIELD CONDITIONS	93
F191 PERFORM OPERATOR INSPECTIONS ON VEHICLES	93
I363 REMOVE ANTENNAS	93
H309 OPERATIONALLY CHECK GENERATORS	93
H310 OPERATIONALLY CHECK PALLETIZED RADIO SYSTEMS	92
H324 SET UP COMMUNICATIONS PALLETS FOR OPERATION USING VEHICLE POWER	92
J453 PRACTICE AUTHENTICATION OF COMBAT COMMUNICATIONS	91
H321 SET UP BACKPACK RADIOS	89
J457 PRACTICE PERSONAL SANITATION UNDER FIELD CONDITIONS	90
H332 TEAR DOWN BACKPACK RADIOS	89
K500 MONITOR AIR REQUEST NETS	89
G212 PERFORM CORROSION CONTROL ON VEHICLES	88
H329 SET UP RADIOS FOR REMOTE OPERATIONS	88
J438 NAVIGATE BY VEHICLE DURING NIGHT OPERATIONS	88
J460 PREPARE HELMETS AND LOAD BEARING EQUIPMENT FOR WEAR	87
K522 TRANSMIT CLOSE AIR SUPPORT REQUESTS	87
H323 SET UP COMMUNICATIONS PALLETS FOR OPERATION USING AUXILIARY POWER	87
J417 ERECT TENTS	87
G211 PERFORM CORROSION CONTROL ON TRAILERS	87
J459 PREPARE FOOD UNDER FIELD CONDITIONS	87
I379 REMOVE VHF/FM RADIOS	87
J430 LOAD AMMUNITION INTO WEAPONS	87
D142 PARTICIPATE IN AIR FORCE PHYSICAL TRAINING (PT)	86
J469 TEAR DOWN TENTS	86
I376 REMOVE UHF/VHF CONTROL HEADS	86
I368 REMOVE HF CONTROL HEADS	86
H335 TEAR DOWN COMMUNICATIONS PALLETS USING VEHICLE POWER	85
H305 LAY FIELD WIRE	85
J435 NAVIGATE BY FOOT DURING DAY OPERATIONS	85
J423 FIRE M-16 RIFLES FOR PROFICIENCY	85
H340 TEAR DOWN RADIOS	85
H298 ERECT HIGH FREQUENCY (HF) EXTENDER KITS	85
H327 SET UP NEAR VERTICAL INCEDENCE SKYWAVE (NVIS) ANTENNA	84
H337 TEAR DOWN HF EXTENDER KITS	84

TABLE 15
VEHICLES OPERATED BY PERSONNEL IN INITIAL JOB POSITIONS
(1-48 MONTHS TAFMS)

<u>VEHICLES OPERATED</u>	<u>PERCENT RESPONDING (N=196)</u>
M-416 TRAILERS	85
M-151	91
M-1009 (BLAZER)	85
MRC-107A	71
M-1008 COMMERCIAL UTILITY CARGO VEHICLE (CUGV)	61
MRC-108A/B	43
MRC-206C	41
HIGHLY MOBILE MULTIWHEELED VEHICLE (HMMWV)	32
APC/TRACKED VEHICLES	29
M-35 (2 1/2-TON CARGO TRUCK)	21
MOBILIZERS/TRANSPORTERS	15
M-715/M-880	14
VEHICLE ACCESSORIES (WINCHES, TRAILERS)	11
1 1/2-TON TRUCK	8
M-1028 CUCV (3/4-TON TRUCK)	7
M-105	5
OTHER	3
SPECIALIZED VEHICLES (FORKLIFTS, CRANES, TRACTORS)	2
M-2008	1

TABLE 16

RADIO SETS/GROUPS MAINTAINED BY PERSONNEL IN INITIAL JOB POSITIONS
(1-48 MONTHS TAFMS)

<u>RADIO SETS/GROUPS MAINTAINED</u>	<u>PERCENT RESPONDING (N=196)</u>
AN/PRC-77	94
AN/PRC-104	91
AN/PRC-66B	82
AN/GRA-39	79
AN/MRC-107A	76
VRC-47/RT-524	76
AN/GRC-206	60
AN/GRA-6	53
FIELD PHONE (TA-312)	49
MRC-108A	41
KY57	39
MRC-108B	33
AN/GRC-106	20
KY-38	17
BEACONS/TRANSPONDERS	16

TABLE 17

EXAMPLES OF TASKS RATED HIGH IN TRAINING EMPHASIS
(PERCENT FIRST ENLISTMENT PERFORMING)

TASKS	TNG EMP*	1ST ENL	TSK DIF**
K494 LOCATE TARGETS UTILIZING UNIVERSAL TRANSVERSE MERCATOR AND LONGITUDE/LATITUDE SYSTEMS	7.53	76	5.51
J438 NAVIGATE BY VEHICLE DURING NIGHT OPERATIONS	7.51	88	6.68
K475 AUTHENTICATE RADIO TRANSMISSIONS	7.47	94	4.45
K510 PREPARE CLOSE AIR SUPPORT REQUESTS	7.47	83	4.85
F191 PERFORM OPERATOR INSPECTIONS ON VEHICLES	7.38	93	4.84
H311 OPERATIONALLY CHECK RADIOS	7.38	95	4.55
J437 NAVIGATE BY VEHICLE DURING DAY OPERATIONS	7.38	95	5.21
H307 OPERATIONALLY CHECK "HAVE QUICK" SYSTEMS	7.29	94	5.52
K485 DECODE RADIO MESSAGES	7.29	81	5.23
H310 OPERATIONALLY CHECK PALLETIZED RADIO SYSTEMS	7.24	92	4.56
J445 PERFORM CAMOUFLAGE TECHNIQUES	7.24	94	4.77
K516 RECOGNIZE ARMORED VEHICLES AS FRIENDLY OR HOSTILE	7.24	71	6.00
H312 OPERATIONALLY CHECK REMOTE CONTROL UNITS	7.22	79	4.50
J453 PRACTICE AUTHENTICATION OF COMBAT COMMUNICATIONS	7.22	91	4.75
K503 OPERATE AIR REQUEST NETS	7.18	74	4.65
K490 ENCODE RADIO MESSAGES	7.13	82	5.20
K505 PERFORM ANTIJAMMING PROCEDURES	7.13	52	5.68
H297 CONSTRUCT FIELD EXPEDIENT ANTENNA	7.11	77	5.83
K507 PLAN CLOSE AIR SUPPORT MISSIONS	7.09	78	6.21
K515 RECOGNIZE AIRCRAFT AS FRIENDLY OR HOSTILE	7.07	76	5.90
J457 PRACTICE PERSONAL SANITATION UNDER FIELD CONDITIONS	7.02	90	3.98
K522 TRANSMIT CLOSE AIR SUPPORT REQUESTS	7.02	87	4.03
J456 PRACTICE PERSONAL HYGIENE UNDER FIELD CONDITIONS	7.00	93	4.25
K500 MONITOR AIR REQUEST NETS	6.98	89	3.91
H324 SET UP COMMUNICATIONS PALLETS FOR OPERATION USING VEHICLE POWER	6.93	92	3.81
K493 IDENTIFY OPPOSING FORCES PERSONNEL AND EQUIPMENT	6.93	57	6.15
K480 CONTROL HIGH THREAT AIR STRIKES	6.91	66	6.77
J458 PREPARE BIVOUAC SITES	6.89	81	4.80

* Training emphasis average is 3.56, with a SD of 2.04

** Task difficulty average is 5.0, with a SD of 1.0

these are also difficult tasks to learn. These factors, together with the percent members performing data, suggest these tasks are appropriate for some form of basic resident technical training. In all, 133 tasks were rated high in TE (5.60 or above). A few of the tasks rated high in TE have less than 30 percent of the first-term members performing. For example, the task "drive vehicles wearing night visions devices" is performed by only 10 percent of the first-termers; however, the TE rating is 6.13 and the TD rating is 6.36, both of which are above average. Criticality is usually a consideration when assigning a TE value and this may be reflected in the high ratings, although the percent members performing is very low. Tasks such as this may be more appropriately trained on the job. A complete listing of the tasks in TE order is provided to the technical training school as part of the Training Extract.

Training Documents

Percent members performing tasks, along with TE and TD, were used to assess the AFSC 275X0 Specialty Training Standard. Survey data were also used to review the basic course at Hurlburt Field. Personnel from the school matched inventory tasks to appropriate sections of the STS and the POI. Based on these matchings, computer listings displaying percent members performing, TE and TD ratings were obtained. These computer products are contained in the Training Extract, which is provided for the training managers review.

275X0 Specialty Training Standard (STS)

The Specialty Training Standard (STS) for the Tactical Air Command and Control AFSC is basically supported by survey data. Sections of the STS which had matching tasks performed by less than 20 percent of any skill level are discussed in the following paragraphs (see Table 18).

TACTICAL COMMUNICATIONS PROCEDURES

Distress and rescue procedures (STS paragraph 5B) were covered by one task, "participate in search and rescue missions," which was performed by only 17 percent of the 7-skill level personnel.

TACTICAL AIR SUPPORT OPERATIONS

Using procedures applicable to planning and controlling airlift missions (STS paragraphs 11A(3)(a) and 11A(3)(d)) and controlling the beacon bombing mission (STS paragraph 11A(4)(d)) were not supported by a minimum percent members performing in any of the skill groups.

TABLE 18

STS PERFORMANCE ELEMENTS REFLECTING LOW PERCENT MEMBERS PERFORMING TASKS
(LESS THAN 20 PERCENT FOR A CODED LEVEL)

STS ELEMENTS	TASKS	TNG EMP*	TASK DIFF**	PERCENT MEMBERS PERFORMING)		
				FIRST ENLISTMENT	DAFSC 27550	DAFSC 27570
4B(3)	IMPLEMENT OJT PROGRAM D 152 UPDATE OJT MATERIAL	1.36	6.34	2	10	14
5B	DISTRESS AND RESCUE PROCEDURES K 504 PARTICIPATE IN SEARCH AND RESCUE MISSIONS	4.13	6.25	10	12	17
6B	MAINTAIN FILES OF AF TECHNICAL ORDERS E 158 MAINTAIN MICROFICHE	2.24	4.43	11	11	8
6D	REPORT TECHNICAL ORDER DEFICIENCIES E 169 PREPARE AFTO FORMS 22 C 99 INITIATE MATERIEL DEFICIENCY REPORTS	2.51 1.64	4.77 5.75	7 3	6 6	5 8
11A(3)(a)	PLANNING AIRLIFT MISSIONS K 506 PLAN AIRLIFT MISSIONS	2.91	6.04	10	11	9
11A(3)(d)	CONTROL AIRLIFT MISSION J 413 CONTROL TACTICAL AIR LAND OPERATIONS J 414 CONTROL TACTICAL EXTRACT OPERATIONS J 412 CONTROL TACTICAL AIR DROP OPERATIONS	3.40 2.84 2.82	6.50 6.73 6.35	14 6 16	14 7 16	9 8 15
11A(4)(d)	CONTROL REACON BOMBING MISSION K 479 CONTROL REACON AIR STRIKES	4.64	6.62	11	10	18
15	MEET MOBILITY REQUIREMENTS L 526 CERTIFY HAZARDOUS CARGO M 565 PREPARE VEHICLES FOR AIR DROPS H 564 PREPARE EQUIPMENT FOR AIR DROPS	2.60 .96 .93	6.16 7.18 6.15	10 8 8	15 7 9	11 4 11

MEET MOBILITY REQUIREMENTS

Two of the three tasks were related to air drop procedures in this section. Again, none of the tasks being performed met the standard of 20 percent members performing.

For some of the tasks, no match with an STS paragraph was possible. These are unreferenced tasks that members are performing for which there are no applicable STS duty areas. Table 19 lists examples of unmatched tasks that have a high TE rating and are performed by more than 20 percent of the members in a specific skill level. Most are related to setting up, operating, and maintaining communication equipment.

In addition, many of the unreferenced tasks which had a high percentage of members performing were in the areas of vehicle maintenance and operation and air strike control/air liaison duties. Refer to Table 19 for examples of these tasks. Training managers should decide if areas which cover these tasks should be added to the STS.

POI 3ABR275X0

The March 1986 Plan of Instruction was matched with survey data to generate a computer printout which displays the tasks referenced to areas in the POI. Basically, the training document was supported by survey data. The technical area which contained tasks that less than 30 percent of the first-enlistment personnel perform was the air strike control/air liaison duty (see Table 20). These tasks were:

- K504 Participate in search and rescue missions
- K514 Provide inputs to air space management element
- K509 Prepare airlift requests
- K476 Brief Army Ground personnel on tactical airlift capabilities
- K479 Control beacon air strikes

Most of these tasks are performed by particular job groups, such as the AAC Airborne, who perform search and rescue missions, or the Airborne Rangers, who control beacon air strikes. However, these groups comprise only a small segment of the career field and training in these areas may be more appropriate for OJT rather than the basic resident course.

Table 21 lists some of the tasks not referenced to the POI which more than 30 percent of the first-termers are performing and contain an average to high TE. Instructors should review the tasks which are technical to determine if they need to be included in the course instruction and the next revised POI. A large number of the unreferenced tasks involve vehicle maintenance.

TABLE 19

TASKS WITH MORE THAN 20 PERCENT MEMBERS PERFORMING NOT MATCHED TO STS ELEMENTS
(PERCENT MEMBERS PERFORMING)

TASKS	TNG EMP	TASK DIFF	PERCENT MEMBERS PERFORMING		
			FIRST ENLISTMENT	DAFSC 27550	DAFSC 27570
F190 PERFORM DUTIES AS TRACK COMMANDER	4.64	6.39	34	27	14
F192 TOW VEHICLES	5.18	5.41	63	63	50
G200 CHANGE FILTERS ON VEHICLES, SUCH AS OIL, FUEL, OR AIR FILTERS	5.31	3.87	70	61	39
G209 PAINT VEHICLES	3.67	5.13	74	65	46
G216 PERFORM LUBRICATION ON VEHICLES	4.64	4.47	61	52	31
G233 REMOVE GENERATORS	3.42	5.30	49	43	24
G244 REMOVE VEHICLE BATTERIES	4.91	4.16	73	71	48
G260 REPAIR FLAT TIRES ON VEHICLES	3.56	4.82	57	48	18
G280 REPLACE VEHICLE BATTERIES	4.87	4.06	59	59	41
H301 INSTALL ENCRYPTION EQUIPMENT	6.49	5.56	49	45	35
H302 INSTALL GRC-153/155/206 TACTICAL AIR CONTROL PARTY (TACP) PALLETS IN VEHICLES FOR OPERATION	5.96	6.48	65	59	43
H312 OPERATIONALLY CHECK REMOTE CONTROL UNITS	7.22	4.50	79	78	71
H313 OPERATIONALLY CHECK SPECIAL PURPOSE VEHICLES	5.82	4.49	30	34	41
H340 TEAR DOWN RADIOS	6.38	3.59	85	80	67
I358 MAINTAIN HAND SETS	4.49	3.82	83	74	42
I365 REMOVE COMMUNICATIONS PALLETS	5.62	5.36	82	73	44
I369 REMOVE HF LOAD COILS	5.64	4.47	71	65	38
I386 REPLACE HF LOAD COILS	5.64	4.08	61	58	38
K491 EXTRACT OFFENSIVE AIR SUPPORT SORTIES FROM AIR TASKING ORDER	5.40	5.25	27	37	46
K525 VALIDATE TARGETS	4.76	5.32	52	49	44

TABLE 20

TASKS REFERENCED TO POI WITH LESS THAN 30 PERCENT MEMBERS PERFORMING

<u>TASK</u>	<u>TE</u>	<u>TD</u>	<u>JOB</u>	<u>ENL</u>
006 I 2B				
B64 IMPLEMENT SAFETY PROGRAMS	3.71	5.25	13	13
C93 EVALUATE SAFETY PROGRAMS	1.58	5.22	3	6
015 I 4A				
L526 CERTIFY HAZARDOUS CARGO	2.60	6.16	8	10
057 III 1A				
I343 CHARGE BATTERIES	4.84	4.40	29	30
076 III 8A				
E165 ORDER SUPPLIES	4.09	4.63	14	24
B73 SCHEDULE INVENTORIES OF EQUIPMENT, SUPPLIES, OR MATERIAL	3.04	4.43	10	12
B61 IMPLEMENT INTERSERVICE SUPPORT AGREEMENTS	1.82	6.23	8	10
C90 EVALUATE INTERSERVICE SUPPORT AGREEMENTS	1.11	6.20	2	3
079 III 9B				
E181 RESEARCH PARTS NUMBERS IN SUPPLY CATALOGS	4.09	4.99	24	30
095 IV 2A				
B65 IMPLEMENT SECURITY PROGRAMS	3.58	5.48	6	10
D126 CONDUCT SECURITY TRAINING	3.42	5.02	2	7
C94 EVALUATE SECURITY PROGRAMS	1.69	5.74	3	5
115 IV 8B				
K504 PARTICIPATE IN SEARCH AND RESCUE MISSIONS	4.13	6.25	3	10
126 V 3A				
K514 PROVIDE INPUTS TO AIR SPACE MANAGEMENT ELEMENT	3.44	5.57	5	14
129 V 3D				
K509 PREPARE AIRLIFT REQUESTS	4.11	5.22	13	20
146 VI 5D				
K476 BRIEF ARMY GROUND PERSONNEL ON TACTICAL AIRLIFT CAPABILITIES	3.71	6.39	19	25
151 IV 7B				
CONTROL BEACON AIR STRIKES	4.64	6.62	6	11

TABLE 21
EXAMPLES OF TASKS NOT MATCHED TO POI

TASKS	TNG EMP	PERCENT 1-48 MO	TSK DIF
G213 PERFORM FIELD EXPEDIENT MAINTENANCE ON VEHICLES OR EQUIPMENT, SUCH AS FIX U-JOINTS OR REPLACE RADIATOR HOSES	6.64	63	5.90
H317 REMOTE GRC-206 FOR USE	6.64	50	4.73
H329 SET UP RADIOS FOR REMOTE OPERATIONS	6.60	88	4.43
I354 ISOLATE PORTABLE PRC-113 UHF/VHF AM MALFUNCTIONS	6.60	53	5.40
H315 PERFORM ELECTRONIC COUNTER COUNTERMEASURE (ECCM) PROCEDURES	6.58	41	5.42
I355 ISOLATE PORTABLE UHF RADIO MALFUNCTIONS	6.56	73	5.28
H301 INSTALL ENCRYPTION EQUIPMENT	6.49	48	5.56
I353 ISOLATE PORTABLE HF RADIO MALFUNCTIONS	6.47	74	5.60
I356 ISOLATE PORTABLE VHF/FM RADIO MALFUNCTIONS	6.47	73	5.13
F189 DRIVE VEHICLES WHILE WEARING NIGHT VISION DEVICES	6.13	18	6.36
I345 CONNECT INTERCONNECTING CABLES	6.07	74	3.77
K499 MARK TARGET LOCATIONS	6.02	56	5.42
I360 PERFORM CORROSION CONTROL ON COMMUNICATIONS EQUIPMENT	6.00	83	4.53
G204 CLEAN BATTERY BOXES ON VEHICLES	5.98	88	4.11
K473 ADVISE ARMY GROUND PERSONNEL ON TACTICAL AIR SUPPORT CAPABILITIES	5.98	74	6.47
G219 PERFORM OPERATOR INSPECTIONS ON POWER GENERATING SYSTEMS	5.96	81	4.05
H302 INSTALL GRC-153/155/206 TACTICAL AIR CONTROL PARTY (TACP) PALLET IN VEHICLES FOR OPERATION			
I383 REPLACE ENCRYPTION EQUIPMENT	5.96	65	6.48
I346 DISCONNECT INTERCONNECTING CABLES	5.91	42	4.73
I377 REMOVE UHF/VHF TRANSCEIVERS	5.89	73	3.60
I379 REMOVE VHF/FM RADIOS	5.87	81	3.61
K502 OBSERVE AND REPORT BATTLE DAMAGE ASSESSMENTS	5.87	87	3.66
	5.84	63	5.25

MAJCOM COMPARISON

Another dimension along which jobs performed by individuals may vary is across major commands (MAJCOMs). Differences among MAJCOM jobs could have implications for how the specialty is organized or how new personnel should be trained. TAC is the largest user of AFSC 275X0 personnel. Fifty-eight percent of the survey sample are assigned to TAC, 25 percent to USAFE, 11 percent to PACAF, and 3 percent to AAC. As shown in Table 22, certain MAJCOMs spend more time on particular duties. For instance, personnel assigned to USAFE spend more time performing vehicle, trailer, and power generating system operator maintenance and also more time maintaining communications equipment than other commands. Personnel assigned to AAC or PACAF spend more time performing air strike control or air liaison duties. In addition, personnel assigned to AAC spend a portion of their time on airborne duties.

There were also some variations in tasks performed across MAJCOM which Tables 23 through 26 highlight task differences between commands. Tactical Air Command and Control personnel perform a large core of basic tasks; however, responsibilities appear to vary by local command responsibilities and support. Personnel assigned to USAFE spend more time performing vehicle maintenance than other units. USAFE personnel spend 18 percent of their job time in this area compared to 13 percent for TAC, 9 percent for PACAF, and 7 percent for AAC. USAFE personnel also spend a greater amount of time maintaining communication equipment. Consequently, their job focus becomes one of maintenance rather than operating communications equipment and assisting with air strike control or air liaison duties. Personnel assigned to AAC and PACAF spend 19 and 17 percent of their time performing air strike control or air liaison duties, which is slightly higher than USAFE or TAC. AAC personnel uniquely spend 8 percent of their time performing airborne duties. Other unique tasks performed by AAC are shown in Table 25, which compares tasks performed by AAC personnel with those assigned to TAC.

Differences were also noted in equipment used, such as radio sets/groups maintained and operated and vehicles employed. For instance, USAFE personnel use the AN/GRC-106 but not the MRC-108A or B. PACAF personnel use beacons/transponders but do not operate the AN/GRC-206 or the AN/MRC-107A radio. AAC personnel do not use the KY-57 radio set. AAC personnel use various vehicles, such as APC/Tracked vehicles, highly mobile multi-wheeled vehicles. They also use vehicle accessories, such as winches and trailers. Personnel assigned to USAFE use APC Tracked vehicles, mobilizers/transporters, MRC-107A and MRC-206C. They do not use the MRC-108A/B. Personnel assigned to TAC also use highly mobile multi-wheeled vehicles but do not use the M-1008 utility cargo vehicle.

Most of these differences are minor or mission-specific; however, awareness of these differences will allow training personnel to identify and use representative equipment.

TABLE 22

AVERAGE PERCENT TIME SPENT ON DUTIES BY OPERATIONAL MAJCOM GROUPS
(PERCENT MEMBERS RESPONDING)*

DUTY AREA	AAC (N=12)	USAF (N=119)	PACAF (N=54)	TAC (N=276)
A. ORGANIZING AND PLANNING	4	5	4	5
B. DIRECTING AND IMPLEMENTING	5	4	5	4
C. INSPECTING AND EVALUATING	2	2	3	2
D. TRAINING	6	4	5	6
E. PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	4	4	4	3
F. OPERATING VEHICLES	3	2	3	2
G. PERFORMING VEHICLE, TRAILER, AND POWER GENERATING SYSTEM OPERATOR MAINTENANCE	7	18	9	13
H. SETTING UP AND OPERATING COMMUNICATIONS EQUIPMENT	12	15	15	15
I. MAINTAINING COMMUNICATIONS EQUIPMENT	9	17	10	13
J. PERFORMING FIELD DUTIES	21	16	20	20
K. PERFORMING AIR STRIKE CONTROL OR AIR LIAISON DUTIES	17	11	19	13
L. PERFORMING GENERAL MILITARY DUTIES	2	2	3	2
M. PERFORMING AIRBORNE DUTIES	8	-	-	2

* Columns may not add up to 100 percent due to rounding
- Indicates less than 1 percent

TABLE 23

TASKS WHICH DISTINGUISH BETWEEN TAC AND PACAF PERSONNEL
(PERCENT MEMBERS RESPONDING)

TASKS	TAC (N=276)	PACAF (N=54)
J402 CLEAN AND LUBRICATE .45 CALIBER PISTOLS	51	7
F186 DRIVE GOVERNMENT VEHICLES IN DESERT REGIONS	54	11
J420 FIRE .45 CALIBER PISTOLS FOR PROFICIENCY	46	4
H317 REMOTE GRC-206 FOR USE	46	6
I382 REPLACE COMMUNICATIONS PALLETS	57	17
I361 PERFORM PREVENTIVE MAINTENANCE INSPECTIONS (PMI)	62	22
H306 LAY REMOTING CABLES	66	28
H320 SET UP AB-250/292 FM ANTENNA KITS	58	20
H331 TEAR DOWN AB-250/292 FM ANTENNA KITS	58	20
I365 REMOVE COMMUNICATIONS PALLETS	67	31
H330 SET UP UHF ANTENNA EXTENDER KITS	50	15
I378 REMOVE VHF/FM MATCHING UNITS	59	24
G201 CHANGE OIL IN VEHICLES	48	13
J432 LOCATE WATER	62	26
G209 PAINT VEHICLES	60	26
I395 REPLACE VHF/FM MATCHING UNITS	56	22
H341 TEAR DOWN UHF ANTENNA EXTENDER KITS	50	17
J436 NAVIGATE BY FOOT DURING NIGHT OPERATIONS	71	37
G216 PERFORM LUBRICATION ON VEHICLES	46	13
I377 REMOVE UHF/VHF TRANSCEIVERS	67	35
* * * * *		
F187 DRIVE GOVERNMENT VEHICLES IN MOUNTAIN REGIONS	57	83
D144 PARTICIPATE IN ARMY PT	8	28
C96 EVALUATE SUPPLY FUNCTIONS	7	24
K502 OBSERVE AND REPORT BATTLE DAMAGE ASSESSMENTS	61	78
I375 REMOVE RADIO FILTERS	56	72

TABLE 25

TASKS WHICH DISTINGUISH BETWEEN TAC AND AAC PERSONNEL
(PERCENT MEMBERS RESPONDING)

TASKS		TAC (N=276)	AAC (N=12)
H307	OPERATIONALLY CHECK "HAVE QUICK" SYSTEMS	86	17
J402	CLEAN AND LUBRICATE .45 CALIBER PISTOLS	52	0
H319	REMOVE GROUNDS FOR AUXILIARY POWER EQUIPMENT	48	0
F186	DRIVE GOVERNMENT VEHICLES IN DESERT REGIONS	55	8
J420	FIRE .45 CALIBER PISTOLS FOR PROFICIENCY	46	0
I354	ISOLATE PORTABLE PRC-113 UHF/VHF AM MALFUNCTIONS	43	0
I365	REMOVE COMMUNICATIONS PALLETS	67	25
H330	SET UP UHF ANTENNA EXTENDER KITS	50	8
* * * * *			
F185	DRIVE GOVERNMENT VEHICLES IN ARCTIC REGIONS	7	100
M549	MAKE ENTRIES ON AFTO FORMS 392 (PARACHUTE REPACK, INSPECTION AND COMPONENT RECORD)	1	75
M552	PACK PARACHUTES	5	75
M544	INSPECT PERSONNEL PARACHUTES	13	83
H313	OPERATIONALLY CHECK SPECIAL PURPOSE VEHICLES	32	100
M537	CLEAN PARACHUTE ASSEMBLIES	8	75
M553	PERFORM AIRCREW COORDINATION DUTIES	9	75
M538	CONSTRUCT STREAMERS	11	75
M561	PERFORM NIGHT STATIC LINE PARACHUTE JUMPS	20	83
M539	DEPLOY WIND INDICATING DEVICES FROM AIRCRAFT	11	67

TABLE 24

TASKS WHICH DISTINGUISH BETWEEN TAC AND USAFE PERSONNEL
(PERCENT MEMBERS RESPONDING)

TASKS	TAC (N=276)	USAFE (N=119)
F186 DRIVE GOVERNMENT VEHICLES IN DESERT REGIONS	55	4
J422 FIRE GAU-5 RIFLES FOR PROFICIENCY	49	5
G222 PREPARE VEHICLES FOR AIR SHIPMENT	51	8
J402 CLEAN AND LUBRICATE .45 CALIBER PISTOLS	51	14
J420 FIRE .45 CALIBER PISTOLS FOR PROFICIENCY	46	11
J397 ACTIVATE CHEM-LIGHTS	75	53
J441 PACK EQUIPMENT FOR AIR LAND OPERATIONS	38	10
J446 PERFORM COVERT SIGNALLING METHODS	71	42
J442 PACK EQUIPMENT FOR AIR MOBILE OPERATIONS	32	5
J400 ACTIVATE SDU/5E STROBE LIGHTS	32	5
I374 REMOVE MRC-108 UHF/VHF OR 718M-2 COFFINS	43	18
* * * * *		
H328 SET UP PALLETS FOR APC USE	11	60
H314 OPERATIONALLY CHECK TRANSPORTERS	22	65
G241 REMOVE U-JOINTS ON VEHICLES	22	65
G249 REMOVE VEHICLE EXHAUST SYSTEM COMPONENTS	14	56
I348 ISOLATE MALFUNCTIONS IN M-113 INTERCOM SYSTEMS	12	53
G277 REPLACE UNIVERSAL JOINTS ON VEHICLES	19	59
F190 PERFORM DUTIES AS TRACK COMMANDER	17	55
G258 REPACK VEHICLE WHEEL BEARINGS	22	60
G215 PERFORM LUBRICATION ON TRAILERS	40	78
I369 REMOVE HF LOAD COILS	54	91
G285 REPLACE VEHICLE EXHAUST SYSTEM COMPONENTS	14	50
I357 MAINTAIN COMBAT VEHICLE CREWMAN HELMETS	11	45
I386 REPLACE HF LOAD COILS	49	82

TABLE 26

TASKS WHICH DISTINGUISH BETWEEN USAF AND PACAF PERSONNEL
(PERCENT MEMBERS RESPONDING)

TASKS	USAF (N=119)	PACAF (N=54)
G215 PERFORM LUBRICATION ON TRAILERS	78	11
I378 REMOVE VHF/FM MATCHING UNITS	88	24
G216 PERFORM LUBRICATION ON VEHICLES	76	13
I361 PERFORM PREVENTIVE MAINTENANCE INSPECTIONS (PMI)	85	22
I382 REPLACE COMMUNICATIONS PALLETS	79	17
G201 CHANGE OIL IN VEHICLES	75	13
G209 PAINT VEHICLES	85	26
H331 TEAR DOWN AB-250/292 FM ANTENNA KITS	79	20
I395 REPLACE VHF/FM MATCHING UNITS	81	22

J446 PERFORM COVERT SIGNALLING METHODS	43	74
K481 CONTROL LOW THREAT AIR STRIKES	46	74
J450 PERFORM OVERT SIGNALLING METHODS	32	59
H322 SET UP BEACONS OR TRANSPONDERS FOR OPERATION	7	33
K498 MARK FORWARD AIR CONTROLLER LOCATIONS	41	67
J408 CONDUCT RIVER CROSSINGS	23	48
D144 PARTICIPATE IN ARMY PT	4	28
G222 PREPARE VEHICLES FOR AIR SHIPMENT	8	31

JOB SATISFACTION

AFSC 275X0 has a history of low morale. The last Occupational Survey Report proposed this dissatisfaction stemmed from four major areas: 1) the manner in which personnel were selected for the career ladder, 2) the inability to transfer from the career ladder, 3) being assigned to an Army installation, and 4) regulations prohibiting TACC personnel from performing air strike control operations.

When the career ladder was created, personnel from AFSC 304X4 who were functioning as ROMADs were assigned AFSC 275X0. This created dissatisfaction among the senior personnel who had been trained to work on radio equipment and also entering personnel who had expected to be in an electronics career field. The present sample includes a cross-section of personnel who became 275X0 from the 304X4 career ladder, as well as personnel who entered as 275X0s. Fifty-seven percent of the survey sample completed the resident 275X0 course. Twenty-six percent were retrained or reclassified without retraining from another specialty. Sixteen percent were either reclassified without completing on-the-job or technical training, or were given a direct duty assignment (DDA) from BMTS with a bypass test, a DDA from BMTS to on-the-job training without a bypass test, or by an unspecified method.

Job satisfaction factors were compared for the 1979 and 1986 survey samples (see Table 27). Job satisfaction factors, particularly utilization of talents and training, are considerably higher for the current sample than those surveyed in 1979. Reenlistment potential has also improved for the career ladder. In 1979, only 40 percent of the personnel indicated they would reenlist, compared to 63 percent for the present sample.

Table 28 presents data reflecting job interest, perceived utilization of talents and training, and reenlistment intentions of selected TAFMS groups and a comparative sample of mission equipment maintenance career ladders surveyed in 1986. Overall, Tactical Air Command and Control personnel show similar attitudes to the comparative sample. Job interest and utilization of talent factors are fairly close to the comparative sample. Perceived utilization of training is slightly higher for DAFSC 275X0 personnel in their second enlistment than the comparative sample. Reenlistment patterns are comparable.

Job satisfaction was also examined for groups identified within the career ladder structure (see Table 29). Job satisfaction factors varied considerably for the various job groups. For instance, percentages of those indicating their job is interesting ranged from 53 percent for TACP Personnel and Air Support Operations Personnel to 93 percent for the Managers group. Low utilization of talents was shown for these same groups. Utilization of training was even lower (37 percent) for Air Support Operations Personnel. Reenlistment intent generally is positive. Some of the smaller groups within these major categories, such as the PACAF TACP Personnel and Junior Air Support Operations Personnel jobs, showed less positive attitudes (see Table 30). These represent small groups with high percentages of those in their first enlistment.

TABLE 27
COMPARISON OF JOB SATISFACTION INDICATORS
FOR CURRENT AND PREVIOUS SURVEY DATA
(PERCENT MEMBERS RESPONDING)*

	1979 (N=380)	1986 (N=475)
<u>EXPRESSED JOB INTEREST:</u>		
INTERESTING	31	57
SO-SO	16	21
DULL	53	22
<u>PERCEIVED UTILIZATION OF TALENTS:</u>		
FAIRLY WELL TO PERFECTLY	31	59
LITTLE OR NOT AT ALL	69	40
<u>PERCEIVED UTILIZATION OF TRAINING:</u>		
FAIRLY WELL TO PERFECTLY	33	72
LITTLE OR NOT AT ALL	67	27
<u>REENLISTMENT INTENTIONS:</u>		
YES, OR PROBABLY YES	40	63
NO, OR PROBABLY NO	58	31
PLAN TO RETIRE	2	6

* Columns may not add up to 100 percent due to rounding

TABLE 28

COMPARISON OF JOB SATISFACTION INDICATORS BY TAFMS GROUPS
(PERCENT MEMBERS RESPONDING)*

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	275X0 (N=196)	COMP SAMPLE** (N=1,021)	275X0 (N=144)	COMP SAMPLE** (N=724)	275X0 (N=135)	COMP SAMPLE** (N=1,880)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	50	48	62	57	62	64
SO-SO	25	23	17	10	19	17
DULL	25	27	21	22	19	18
<u>PERCEIVED UTILIZATION OF TALENTS:</u>						
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	51 49	55 45	63 37	60 39	68 32	68 32
<u>PERCEIVED UTILIZATION OF TRAINING:</u>						
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	75 25	71 29	71 28	62 36	70 30	65 35
<u>REENLISTMENT INTENTIONS:</u>						
YES, OR PROBABLY YES	52	58	69	65	74	70
NO, OR PROBABLY NO	47	40	31	33	7	10
PLAN TO RETIRE	0	0	0	0	19	18

* Columns may not add up to 100 percent due to rounding

** Comparative sample includes Mission Equipment Operations personnel surveyed in 1986

TABLE 29

COMPARISON OF JOB SATISFACTION INDICATORS BY CAREER LADDER STRUCTURE GROUPS
(PERCENT MEMBERS RESPONDING)*

	FUNCTIONAL AREA				
	TACP (N=325)	AIRBORNE (N=31)	AIR SUP CP (N=19)	INST (N=12)	MANAGERS (N=13)
<u>EXPRESSED JOB INTEREST:</u>					
INTERESTING	53	71	53	83	93
SO-SO	25	13	5	17	8
DULL	22	16	42	0	0
<u>PERCEIVED UTILIZATION OF TALENTS:</u>					
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	56 43	74 26	58 42	100 0	92 7
<u>PERCEIVED UTILIZATION OF TRAINING:</u>					
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	72 27	77 23	37 63	100 0	100 0
<u>REENLISTMENT INTENTIONS:</u>					
YES, OR PROBABLY YES	63	61	79	92	85
NO, OR PROBABLY NO	33	32	21	8	0
PLAN TO RETIRE	3	7	0	0	15

* Columns may not add up to 100 percent due to rounding

TABLE 30

COMPARISON OF JOB SATISFACTION INDICATORS BY CAREER LADDER STRUCTURE GROUPS
(PERCENT MEMBERS RESPONDING)*

	TACP			AIRBORNE			AIR SUP OP		INST	MANAGERS	
	GRP	GRP	GRP	GRP	GRP	GRP	GRP	GRP		GRP	GRP
	(N=310)	(N=8)	(N=7)	(N=14)	(N=10)	(N=7)	(N=13)	(N=6)	(N=12)	(N=8)	(N=5)
EXPRESSED JOB INTEREST:											
INTERESTING	53	37	57	71	50	100	38	50	83	100	80
SO-SO	25	25	14	14	20	0	8	0	17	0	20
DULL	22	37	29	14	30	0	54	50	0	0	0
PERCEIVED UTILIZATION OF TALENTS:											
FAIRLY WELL TO PERFECTLY	58	38	14	79	50	100	46	67	100	100	80
LITTLE OR NOT AT ALL	42	62	86	21	50	0	54	33	0	0	20
PERCEIVED UTILIZATION OF TRAINING:											
FAIRLY WELL TO PERFECTLY	74	38	43	86	50	100	46	17	100	100	100
LITTLE OR NOT AT ALL	26	62	57	14	50	0	54	83	0	0	0
REENLISTMENT INTENTIONS:											
YES, OR PROBABLY YES	63	38	71	71	60	43	69	100	92	75	100
NO, OR PROBABLY NO	33	62	29	29	30	43	31	0	8	0	0
PLAN TO RETIRE	4	0	0	0	10	14	0	0	0	25	0

* Columns may not add up to 100 percent due to rounding

Job satisfaction was also examined for 5-skill level personnel assigned CONUS and overseas. As shown in Table 31, their reenlistment intent is almost the same (63 vs 64 percent); however, personnel assigned overseas show lower job interest and utilization of talents. Seventy-nine percent of the personnel assigned within CONUS indicate their training is used compared to 65 percent of those overseas. Job satisfaction factors for those who have the Airborne status and those not assigned the P prefix was also examined. As would be expected, job satisfaction factors and reenlistment intent are much higher for personnel classified as Airborne.

Vehicle Maintenance

According to AFR 39-1, DAFSC 275X0 personnel are responsible for performing field expedient operator checks and services on TACP vehicles. The amount of time and the number of tasks performed by DAFSC 275X0 personnel indicates they are more involved in vehicle maintenance than specified in their job descriptions. Personnel are performing both routine maintenance and repairs on vehicles. Examples of routine maintenance performed by first-enlistment, second-enlistment, and career groups are shown below.

TASKS	PERCENT PERFORMING		
	1st Enl	2nd Enl	Car eer
Clean battery boxes on vehicles	88	76	60
Perform corrosion control on vehicles	88	74	58
Remove tires on vehicles	76	65	54
Remove vehicle batteries	73	69	50
Change filters on vehicles, such as oil, fuel, or air filters	70	55	43
Perform lubrication on vehicles	64	42	33
Change oil in vehicles	63	40	35
Remove wiper blades on vehicles	60	54	50
Remove air cleaners on vehicles	58	51	45

In addition to these routine tasks they are also repairing vehicles as illustrated below.

TASKS	PERCENT PERFORMING		
	1st Enl	2nd Enl	Car eer
Remove U-joints on vehicles	40	24	24
Remove windshields or windows	38	24	26
Repack vehicle wheel bearings	38	22	22
Replace instruments on vehicles	35	22	28
Replace windshield or windows	34	23	22
Replace universal joints on vehicles	34	20	24
Adjust vehicle voltage regulators	31	28	37

TABLE 31

COMPARISON OF JOB SATISFACTION INDICATORS BY 5-SKILL LEVEL CONUS/OVERSEAS AND OPERATIONAL MAJCOM GROUPS
(PERCENT MEMBERS RESPONDING)*

	5-SKILL LEVEL					
	CONUS (N=180)	OVERSEAS (N=133)	AAC (N=12)	USAF (N=119)	PACAF (N=54)	TAC (N=276)
<u>EXPRESSED JOB INTEREST</u>						
INTERESTING	57	48	58	51	52	58
SO-SO	23	24	17	22	17	22
DULL	20	29	25	27	32	28
<u>PERCEIVED UTILIZATION OF TALENTS:</u>						
FAIRLY WELL TO PERFECTLY	61	52	50	54	59	61
LITTLE OR NOT AT ALL	39	48	50	46	41	39
<u>PERCEIVED UTILIZATION OF TRAINING:</u>						
FAIRLY WELL TO PERFECTLY	79	65	58	65	65	76
LITTLE OR NOT AT ALL	20	35	20	35	35	23
<u>REENLISTMENT INTENTIONS:</u>						
YES, OR PROBABLY YES	63	64	50	66	61	62
NO, OR PROBABLY NO	36	36	50	32	30	31
PLAN TO RETIRE	1	0	0	2	9	6

* Columns may not add up to 100 percent due to rounding

Remove vehicle alternators	30	22	24
Remove vehicle exhaust system components	29	17	21
Remove vehicle radiators	29	21	19
Replace vehicle generators	28	19	22
Remove voltage regulators on vehicles	27	17	22
Remove distributors on vehicles	26	14	19
Remove vehicle carburetors	21	17	15

As discussed in the MAJCOM Section, USAFE personnel spend more time on vehicle maintenance than other command personnel.

Vehicle maintenance other than operational checklist or field expedient maintenance is not a requirement for DAFSC 275X0 personnel, yet the survey data indicates career ladder members are performing these tasks. Since most TACP units are supported by an agreement with the Army, this may indicate a lack of communication or support between the two agencies. Write-in comments suggest an attitude of "Do it myself" rather than rely on Army personnel.

The basic course does not teach vehicle maintenance. Students are taught to use a checklist to make sure the vehicle is operational and safe. Career ladder managers should give consideration to the amount of time being spent on these tasks to either incorporate them into the career ladder documents so training can be provided or examine the inter-service agreements to see if they are appropriate.

Write-In Comments

Individuals were encouraged to add additional information about the career field and their jobs at the end of the survey booklet. This included equipment used on their job, duties performed that were not included in the inventory, and suggestions for training.

Several members wrote in suggesting that personnel need to be allowed to control air strikes and be involved in the FAC/ALO job to make the career field more interesting. One person complained that the FACs/ALOs are always TDY or that they are disillusioned about field duty.

Some members had suggestions on how to increase the morale of this career field, such as increasing the selective reenlistment bonus, providing incentive rides in aircraft they work with, and timely delivery of new equipment.

In addition, complaints about the negligence of Army personnel in performing vehicle maintenance were voiced. Two people complained that they had to strip their vehicles to the minimum to avoid pilfering during maintenance; this required as much time as doing the vehicle maintenance, so they did it themselves instead of taking it to the Army. This, in turn, took away from time spent in the training program.

Strength and Stamina

Personnel completing TD booklets for the Tactical Air Command and Control career ladder, AFSC 275X0, were asked to assist in the development of strength and stamina requirements. Table 32 gives a listing of the tasks identified by three or more of the raters as requiring more strength and stamina than the current standard. Currently, AFR 39-1 designates the career ladder as requiring an X-factor of 2, defined as being able to lift 70 lbs to 6 feet.

The list of tasks should be reviewed to determine if regulations governing their performance are adequate.

IMPLICATIONS

This is a very homogeneous career ladder, with a few specialized jobs in addition to the large core job. The specialty descriptions (AFR 39-1) are generally accurate except for the failure to include or mention airborne duties. The POI and STS should be reviewed for completeness using the unreferenced task lists, especially in the areas of setting up, operating, and maintaining communications equipment. These areas had tasks with a high TE and over 20 percent members performing.

Job satisfaction has increased considerably for this career ladder; only 40 percent were considering reenlistment in 1979, while 63 percent of this survey's respondents indicated they would reenlist. Airborne personnel had a higher job satisfaction than any of the other groups. Some of the write-in comments which were voiced complained of too much vehicle maintenance and no support by the Army, as well as the performance of FAC/ALO duties with too little equipment.

TABLE 32

TASKS IDENTIFIED AS CAUSING POTENTIAL STRENGTH AND STAMINA CONCERNS

TASKS	PERCENT MEMBERS PERFORMING
J458	78
H316	77
I379	74
H334	74
H337	74
J435	71
J411	69
I371	67
J436	66
I396	66
F188	66
I365	66
I367	65
H306	64
I372	64
I388	61
I369	60
I384	58
H320	58
H331	58
I382	56
H302	55
I386	54
J454	51
H330	49
H319	48
D147	41
J410	34
J455	29
J439	14
M555	14
H300	10

Appendix A

TABLE A1

GROUP TITLE: TACTICAL AIR COMMAND CONTROL PERSONNEL (COMBINED GRPS 83, 57, 73)

GROUP SIZE: 325

PERCENT OF SAMPLE: 68

AVERAGE GRADE: E-4

AVERAGE TICF: 45 MONTHS

AVERAGE TAFMS: 71 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
J445 PERFORM CAMOUFLAGE TECHNIQUES	99
H311 OPERATIONALLY CHECK RADIOS	98
H310 OPERATIONALLY CHECK PALLETIZED RADIO SYSTEMS	98
J433 MAINTAIN FIELD GEAR	98
J456 PRACTICE PERSONAL HYGIENE UNDER FIELD CONDITIONS	98
J437 NAVIGATE BY VEHICLE DURING DAY OPERATIONS	98
H307 OPERATIONALLY CHECK "HAVE QUICK" SYSTEMS	98
K475 AUTHENTICATE RADIO TRANSMISSIONS	98
F191 PERFORM OPERATOR INSPECTIONS ON VEHICLES	97
H309 OPERATIONALLY CHECK GENERATORS	97
I363 REMOVE ANTENNAS	97
J457 PRACTICE PERSONAL SANITATION UNDER FIELD CONDITIONS	96
J453 PRACTICE AUTHENTICATION OF COMBAT COMMUNICATIONS	96
H324 SET UP COMMUNICATIONS PALLETS FOR OPERATION USING VEHICLE POWER	95
G295 WASH VEHICLES	94
K500 MONITOR AIR REQUEST NETS	94
J459 PREPARE FOOD UNDER FIELD CONDITIONS	94
H321 SET UP BACKPACK RADIOS	94
J460 PREPARE HELMETS AND LOAD BEARING EQUIPMENT FOR WEAR	93
K522 TRANSMIT CLOSE AIR SUPPORT REQUESTS	93
J417 ERECT TENTS	93
H323 SET UP COMMUNICATIONS PALLETS FOR OPERATION USING AUXIL- IARY POWER	93
H335 TEAR DOWN COMMUNICATIONS PALLETS USING VEHICLE POWER	92
K510 PREPARE CLOSE AIR SUPPORT REQUESTS	92
H340 TEAR DOWN RADIOS	92
H332 TEAR DOWN BACKPACK RADIOS	92
H329 SET UP RADIOS FOR REMOTE OPERATIONS	92
D142 PARTICIPATE IN AIR FORCE PHYSICAL TRAINING (PT)	91
G212 PERFORM CORROSION CONTROL ON VEHICLES	91
G211 PERFORM CORROSION CONTROL ON TRAILERS	91
H316 POSITION EQUIPMENT FOR OPERATIONAL USE	90

TABLE A2

GROUP ID NUMBER AND TITLE: GRPO83, TACTICAL AIR COMMAND PARTY (TACP) PERSONNEL
 GROUP SIZE: 310 PERCENT OF SAMPLE: 65
 AVERAGE GRADE: E-3, F-4, E-5 AVERAGE TICF: 46 MONTHS
 AVERAGE TAFMS: 72 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
J437 NAVIGATE BY VEHICLE DURING DAY OPERATIONS	99
J445 PERFORM CAMOUFLAGE TECHNIQUES	99
H311 OPERATIONALLY CHECK RADIOS	99
J433 MAINTAIN FIELD GEAR	99
H310 OPERATIONALLY CHECK PALLETIZED RADIO SYSTEMS	98
I363 REMOVE ANTENNAS	98
J456 PRACTICE PERSONAL HYGIENE UNDER FIELD CONDITIONS	98
K475 AUTHENTICATE RADIO TRANSMISSIONS	98
H307 OPERATIONALLY CHECK "HAVE QUICK" SYSTEMS	97
F191 PERFORM OPERATOR INSPECTIONS ON VEHICLES	97
H309 OPERATIONALLY CHECK GENERATORS	97
J457 PRACTICE PERSONAL SANITATION UNDER FIELD CONDITIONS	96
J453 PRACTICE AUTHENTICATION OF COMBAT COMMUNICATIONS	96
H324 SET UP COMMUNICATIONS PALLETS FOR OPERATION USING VEHICLE POWER	95
K500 MONITOR AIR REQUEST NETS	95
J459 PREPARE FOOD UNDER FIELD CONDITIONS	95
J469 TEAR DOWN TENTS	95
J460 PREPARE HELMETS AND LOAD BEARING EQUIPMENT FOR WEAR	95
H340 TEAR DOWN RADIOS	95
G295 WASH VEHICLES	95
H323 SET UP COMMUNICATIONS PALLETS FOR OPERATION USING AUXILIARY POWER	95
H335 TEAR DOWN COMMUNICATIONS PALLETS USING VEHICLE POWER	94
H321 SET UP BACKPACK RADIOS	94
J522 TRANSMIT CLOSE AIR SUPPORT REQUESTS	94
J417 ERECT TENTS	94
I379 REMOVE VHF/FM RADIOS	94
H329 SET UP RADIOS FOR REMOTE OPERATIONS	93
K510 PREPARE CLOSE AIR SUPPORT REQUESTS	93
J438 NAVIGATE BY VEHICLE DURING NIGHT OPERATIONS	93
H332 TEAR DOWN BACKPACK RADIOS	93
H305 LAY FIELD WIRE	93
I380 REPLACE ANTENNAS	93
G204 CLEAN BATTERY BOXES ON VEHICLES	93
H316 POSITION EQUIPMENT FOR OPERATIONAL USE	92

TABLE A3

GROUP ID NUMBER AND TITLE: GRP057, PACAF TACP PERSONNEL
 GROUP SIZE: 8 PERCENT OF SAMPLE: 2
 AVERAGE GRADE: E-4 AVERAGE TICF: 36 MONTHS
 AVERAGE TAFMS: 47 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
F191 PERFORM OPERATOR INSPECTIONS ON VEHICLES	100
H310 OPERATIONALLY CHECK PALLETIZED RADIO SYSTEMS	100
H311 OPERATIONALLY CHECK RADIOS	100
H324 SET UP COMMUNICATIONS PALLETS FOR OPERATION USING VEHICLE POWER	100
J433 MAINTAIN FIELD GEAR	100
J456 PRACTICE PERSONAL HYGIENE UNDER FIELD CONDITIONS	100
J457 PRACTICE PERSONAL SANITATION UNDER FIELD CONDITIONS	100
H307 OPERATIONALLY CHECK "HAVE QUICK" SYSTEMS	100
H321 SET UP BACKPACK RADIOS	100
H309 OPERATIONALLY CHECK GENERATORS	100
G220 PERFORM OPERATOR INSPECTIONS ON TRAILERS	100
G295 WASH VEHICLES	88
J460 PREPARE HELMETS AND LOAD BEARING EQUIPMENT FOR WEAR	88
K475 AUTHENTICATE RADIO TRANSMISSIONS	88
K500 MONITOR AIR REQUEST NETS	88
G204 CLEAN BATTERY BOXES ON VEHICLES	88
J437 NAVIGATE BY VEHICLE DURING DAY OPERATIONS	88
I349 ISOLATE PALLETIZED HF SYSTEM MALFUNCTIONS	88
I350 ISOLATE PALLETIZED UHF SYSTEM MALFUNCTIONS	88
I351 ISOLATE PALLETIZED VHF/AM SYSTEM MALFUNCTIONS	88
I352 ISOLATE PALLETIZED VHF/FM SYSTEM MALFUNCTIONS	88
J445 PERFORM CAMOUFLAGE TECHNIQUES	88
G219 PERFORM OPERATOR INSPECTIONS ON POWER GENERATING SYSTEMS	88
J403 CLEAN AND LUBRICATE WEAPONS, OTHER THAN .38 CALIBER, .45 CALIBER, AND 9MM PISTOLS	88
D142 PARTICIPATE IN AIR FORCE PHYSICAL TRAINING (PT)	75
F187 DRIVE GOVERNMENT VEHICLES IN MOUNTAIN REGIONS	75
I358 MAINTAIN HAND SETS	75
J453 PRACTICE AUTHENTICATION OF COMBAT COMMUNICATIONS	75
K503 OPERATE AIR REQUEST NETS	75
K510 PREPARE CLOSE AIR SUPPORT REQUESTS	75
K522 TRANSMIT CLOSE AIR SUPPORT REQUESTS	75
K502 OBSERVE AND REPORT BATTLE DAMAGE ASSESSMENTS	75
I363 REMOVE ANTENNAS	75
J417 ERECT TENTS	75
K507 PLAN CLOSE AIR SUPPORT MISSIONS	75

TABLE A4

GROUP ID NUMBER AND TITLE: GRP073, CONUS TAC TACP PERSONNEL
 GROUP SIZE: 7 PERCENT OF SAMPLE: 1
 AVERAGE GRADE: E-3, E-4 AVERAGE TICF: 28 MONTHS
 AVERAGE TAFMS: 38 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
G212 PERFORM CORROSION CONTROL ON VEHICLES	100
G209 PAINT VEHICLES	100
G211 PERFORM CORROSION CONTROL ON TRAILERS	100
G220 PERFORM OPERATOR INSPECTIONS ON TRAILERS	100
H311 OPERATIONALLY CHECK RADIOS	100
F191 PERFORM OPERATOR INSPECTIONS ON VEHICLES	100
H310 OPERATIONALLY CHECK PALLETIZED RADIO SYSTEMS	100
J423 FIRE M-16 RIFLES FOR PROFICIENCY	100
J402 CLEAN AND LUBRICATE .45 CALIBER PISTOLS	100
J403 CLEAN AND LUBRICATE WEAPONS, OTHER THAN .38 CALIBER, .45 CALIBER, AND 9MM PISTOLS	100
H307 OPERATIONALLY CHECK "HAVE QUICK" SYSTEMS	100
J430 LOAD AMMUNITION INTO WEAPONS	100
J445 PERFORM CAMOUFLAGE TECHNIQUES	100
J428 LIGHT LANTERNS	100
J429 LIGHT STOVES	100
J451 PERFORM ROUTINE MAINTENANCE ON CHEMICAL PROTECTIVE MASKS	100
G295 WASH VEHICLES	86
D142 PARTICIPATE IN AIR FORCE PHYSICAL TRAINING (PT)	86
I358 MAINTAIN HAND SETS	86
G223 PREPARE VEHICLES FOR PAINTING	86
J433 MAINTAIN FIELD GEAR	86
I360 PERFORM CORROSION CONTROL ON COMMUNICATIONS EQUIPMENT	86
H309 OPERATIONALLY CHECK GENERATORS	86
J420 FIRE .45 CALIBER PISTOLS FOR PROFICIENCY	86
H332 TEAR DOWN BACKPACK RADIOS	86
J417 ERECT TENTS	86
J465 SET UP CONVENIENCE EQUIPMENT, SUCH AS STOVES, HEATERS, OR LIGHTS	86
H329 SET UP RADIOS FOR REMOTE OPERATIONS	86
K522 TRANSMIT CLOSE AIR SUPPORT REQUESTS	86
H331 TEAR DOWN AB-250/292 FM ANTENNA KITS	86
K475 AUTHENTICATE RADIO TRANSMISSIONS	86
J453 PRACTICE AUTHENTICATION OF COMBAT COMMUNICATIONS	86
H320 SET UP AB-250/292 FM ANTENNA KITS	86
J470 UNLOAD FUELS, SUCH AS COLEMAN, PROPANE, OR BUTANE, FROM STORAGE CONTAINERS	86

TABLE A5

GROUP TITLE: AIRBORNE PERSONNEL (COMBINED GRPS 82, 113, 91)
 GROUP SIZE: 31 PERCENT OF SAMPLE: 7
 AVERAGE GRADE: E-5 AVERAGE TICF: 68 MONTHS
 AVERAGE TAFMS: 100 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
K475 AUTHENTICATE RADIO TRANSMISSIONS	100
K485 DECODE RADIO MESSAGES	100
K522 TRANSMIT CLOSE AIR SUPPORT REQUESTS	97
J456 PRACTICE PERSONAL HYGIENE UNDER FIELD CONDITIONS	97
K510 PREPARE CLOSE AIR SUPPORT REQUESTS	97
J453 PRACTICE AUTHENTICATION OF COMBAT COMMUNICATIONS	97
J459 PREPARE FOOD UNDER FIELD CONDITIONS	97
J430 LOAD AMMUNITION INTO WEAPONS	97
D142 PARTICIPATE IN AIR FORCE PHYSICAL TRAINING (PT)	94
K481 CONTROL LOW THREAT AIR STRIKES	94
H311 OPERATIONALL CHECK RADIOS	94
K507 PLAN CLOSE AIR SUPPORT MISSIONS	94
K480 CONTROL HIGH TREAT AIR STRIKES	94
J457 PRACTICE PERSONAL SANITATION UNDER FIELD CONDITIONS	94
K490 ENCODE RADIO MESSAGES	94
J433 MAINTAIN FIELD GEAR	90
J445 PERFORM CAMOUFLAGE TECHNIQUES	90
J460 PREPARE HELMETS AND LOAD BEARING EQUIPMENT FOR WEAR	90
H321 SET UP BACKPACK RADIOS	90
J458 PREPARE BIVOUAC SITES	90
J435 NAVIGATE BY FOOT DURING DAY OPERATIONS	90
M561 PERFORM NIGHT STATIC LINE PARACHUTE JUMPS	87
J437 NAVIGATE BY VEHICLE DURING DAY OPERATIONS	87
J446 PERFORM COVERT SIGNALLING METHODS	87
K494 LOCATE TARGETS UTILIZING UNIVERSAL TRANSVERSE MERCATOR AND LONGITUDE/LATITUDE SYSTEMS	84
K473 ADVISE ARMY GROUND PERSONNEL ON TACTICAL AIR SUPPORT CAPABILITIES	84
H310 OPERATIONALLY CHECK PALLETIZED RADIO SYSTEMS	84
D147 PARTICIPATE IN SPECIAL CLASSES, SUCH AS JUMP SCHOOL	84
D147 JUNGLE OPERATIONS SCHOOL, OR AIR GROUND OPERATIONS SCHOOL	84

TABLE A6

GROUP ID NUMBER AND TITLE: GRPC82, TAC AIRBORNE PERSONNEL
 GROUP SIZE: 14 PERCENT OF SAMPLE: 3
 AVERAGE GRADE: E-3, E-5 AVERAGE TICF: 47 MONTHS
 AVERAGE TAFMS: 55 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
G295 WASH VEHICLES	100
H311 OPERATIONALLY CHECK RADIOS	100
H310 OPERATIONALLY CHECK PALLETIZED RADIO SYSTEMS	100
J437 NAVIGATE BY VEHICLE DURING DAY OPERATIONS	100
J453 PRACTICE AUTHENTICATION OF COMBAT COMMUNICATIONS	100
K475 AUTHENTICATE RADIO TRANSMISSIONS	100
J459 PREPARE FOOD UNDER FIELD CONDITIONS	100
J430 LOAD AMMUNITION INTO WEAPONS	100
K485 DECODE RADIO MESSAGES	100
H307 OPERATIONALLY CHECK "HAVE QUICK" SYSTEMS	100
I352 ISOLATE PALLETIZED VHF/FM SYSTEM MALFUNCTIONS	100
I351 ISOLATE PALLETIZED VHF/AM SYSTEM MALFUNCTIONS	100
I349 ISOLATE PALLETIZED HF SYSTEM MALFUNCTIONS	100
I356 ISOLATE PORTABLE VHF/FM RADIO MALFUNCTIONS	100
I353 ISOLATE PORTABLE HF RADIO MALFUNCTIONS	100
I350 ISOLATE PALLETIZED UHF SYSTEM MALFUNCTIONS	100
J423 FIRE M-16 RIFLES FOR PROFICIENCY	93
K522 TRANSMIT CLOSE AIR SUPPORT REQUESTS	93
J445 PERFORM CAMOUFLAGE TECHNIQUES	93
K507 PLAN CLOSE AIR SUPPORT MISSIONS	93
K510 PREPARE CLOSE AIR SUPPORT REQUESTS	93
J433 MAINTAIN FIELD GEAR	93
J438 NAVIGATE BY VEHICLE DURING NIGHT OPERATIONS	93
J456 PRACTICE PERSONAL HYGIENE UNDER FIELD CONDITIONS	93
K500 MONITOR AIR REQUEST NETS	93
J457 PRACTICE PERSONAL SANITATION UNDER FIELD CONDITIONS	93
K490 ENCODE RADIO MESSAGES	93
H309 OPERATIONALLY CHECK GENERATORS	93
J463 SELECT BIVOUAC SITES	93
I355 ISOLATE PORTABLE UHF RADIO MALFUNCTIONS	93
D142 PARTICIPATE IN AIR FORCE PHYSICAL TRAINING (PT)	86
J419 FIRE .38 CALIBER PISTOLS FOR PROFICIENCY	86
J397 ACTIVATE CHEM-LIGHTS	86
K481 CONTROL LOW THREAT AIR STRIKES	86
D147 PARTICIPATE IN SPECIAL CLASSES, SUCH AS JUMP SCHOOL, JUNGLE OPERATIONS SCHOOL, OR AIR GROUND OPERATIONS SCHOOL	86
H324 SET UP COMMUNICATIONS PALLETS FOR OPERATION USING VEHICLE POWER	86

TABLE A7

GROUP ID NUMBER AND TITLE: GRP113, AAC AIRBORNE PERSONNEL
 GROUP SIZE: 10 PERCENT OF SAMPLE: 2
 AVERAGE GRADE: E-5, E-7 AVERAGE TICF: 86 MONTHS
 AVERAGE TAFMS: 136 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
D142 PARTICIPATE IN AIR FORCE PHYSICAL TRAINING (PT)	100
M544 INSPECT PERSONNEL PARACHUTES	100
K481 CONTROL LOW THREAT AIR STRIKES	100
H311 OPERATIONALLY CHECK RADIOS	100
K475 AUTHENTICATE RADIO TRANSMISSIONS	100
J456 PRACTICE PERSONAL HYGIENE UNDER FIELD CONDITIONS	100
H310 OPERATIONALLY CHECK PALLETIZED RADIO SYSTEMS	100
K522 TRANSMIT CLOSE AIR SUPPORT REQUESTS	100
K500 MONITOR AIR REQUEST NETS	100
K485 DECODE RADIO MESSAGES	100
K507 PLAN CLOSE AIR SUPPORT MISSIONS	100
D143 PARTICIPATE IN ANCILLARY TRAINING	100
K494 LOCATE TARGETS UTILIZING UNIVERSAL TRANSVERSE MERCATOR AND LONGITUDE/LATITUDE SYSTEMS	100
K480 CONTROL HIGH THREAT AIR STRIKES	100
J460 PREPARE HELMETS AND LOAD BEARING EQUIPMENT FOR WEAR	100
J465 SET UP CONVENIENCE EQUIPMENT, SUCH AS STOVES, HEATERS, OR LIGHTS	100
K523 TRANSMIT RADIO MESSAGES	100
J459 PREPARE FOOD UNDER FIELD CONDITIONS	100
J453 PRACTICE AUTHENTICATION OF COMBAT COMMUNICATIONS	100
K490 ENCODE RADIO MESSAGES	100
K510 PREPARE CLOSE AIR SUPPORT REQUESTS	100
H313 OPERATIONALLY CHECK SPECIAL PURPOSE VEHICLES	100
M553 PERFORM AIRCREW COORDINATION DUTIES	100
G220 PERFORM OPERATOR INSPECTIONS ON TRAILERS	100
J468 STOW CONVENIENCE EQUIPMENT, SUCH AS STOVES, HEATERS, OR LIGHTS	100
J417 ERECT TENTS	100
H326 SET UP LONG WIRE ANTENNAS	100
K472 ADVISE ARMY GROUND PERSONNEL ON STRIKE INFORMATION	100
H321 SET UP BACKPACK RADIOS	100
J437 NAVIGATE BY VEHICLE DURING DAY OPERATIONS	100
J458 PREPARE BIVOUAC SITES	100
J430 LOAD AMMUNITION INTO WEAPONS	100
J469 TEAR DOWN TENTS	100
H339 TEAR DOWN NVIS ANTENNA	100

TABLE A8

GROUP ID NUMBER AND TITLE: GRP091, AIRBORNE RANGERS
 GROUP SIZE: 7 PERCENT OF SAMPLE: 1
 AVERAGE GRADE: E-5, E-6 AVERAGE TICF: 87 MONTHS
 AVERAGE TAFMS: 136 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
K472 ADVISE ARMY GROUND PERSONNEL ON STRIKE INFORMATION	100
K473 ADVISE ARMY GROUND PERSONNEL ON TACTICAL AIR SUPPORT CAPABILITIES	100
M568 SUPERVISE JUMP OPERATIONS	100
D142 PARTICIPATE IN AIR FORCE PHYSICAL TRAINING (PT)	100
J456 PRACTICE PERSONAL HYGIENE UNDER FIELD CONDITIONS	100
M561 PERFORM NIGHT STATIC LINE PARACHUTE JUMPS	100
K481 CONTROL LOW THREAT AIR STRIKES	100
K480 CONTROL HIGH THREAT AIR STRIKES	100
J457 PRACTICE PERSONAL SANITATION UNDER FIELD CONDITIONS	100
B48 CONDUCT BRIEFINGS FOR AIR FORCE AND ARMY PERSONNEL	100
J445 PERFORM CAMOUFLAGE TECHNIQUES	100
M544 INSPECT PERSONNEL PARACHUTES	100
M558 PERFORM JUMPMASER DUTIES	100
J460 PREPARE HELMETS AND LOAD BEARING EQUIPMENT FOR WEAR	100
J397 ACTIVATE CHEM-LIGHTS	100
M543 INSPECT ANCHOR LINE CABLES	100
M555 PERFORM DAY STATIC LINE PARACHUTE JUMPS	100
J435 NAVIGATE BY FOOT DURING DAY OPERATIONS	100
J436 NAVIGATE BY FOOT DURING NIGHT OPERATIONS	100
K475 AUTHENTICATE RADIO TRANSMISSIONS	100
K474 ANALYZE TARGETS AND RECOMMEND STRIKE ORDNANCE	100
K522 TRANSMIT CLOSE AIR SUPPORT REQUESTS	100
K484 COORDINATE WITH ARMY FOR SUPPRESSION OF ENEMY AIR DEFENSE	100
J446 PERFORM COVERT SIGNALLING METHODS	100
D147 PARTICIPATE IN SPECIAL CLASSES, SUCH AS JUMP SCHOOL, JUNGLE OPERATIONS SCHOOL, OR AIR GROUND OPERATIONS SCHOOL	100
K510 PREPARE CLOSE AIR SUPPORT REQUESTS	100
M540 DETERMINE WIND DRIFT	100
K485 DECODE RADIO MESSAGES	100
D119 CONDUCT FORMAL CLASSROOM TRAINING	100
K515 RECOGNIZE AIRCRAFT AS FRIENDLY OR HOSTILE	100
K516 RECOGNIZE ARMORED VEHICLES AS FRIENDLY OR HOSTILE	100
J420 FIRE .45 CALIBER PISTOLS FOR PROFICIENCY	100
D148 PARTICIPATE IN SPECIALIZED TRAINING EXERCISES	86
D121 CONDUCT JUMP PROFICIENCY TRAINING	86
J433 MAINTAIN FIELD GEAR	86

TABLE A9

GROUP TITLE: AIR SUPPORT OPERATIONS PERSONNEL (COMBINED GRPS 71,26)
 GROUP SIZE: 19 PERCENT OF SAMPLE: 4
 AVERAGE GRADE: E-4,E-5 AVERAGE TICF: 60 MONTHS
 AVERAGE TAFMS: 73 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
F191 PERFORM OPERATOR INSPECTIONS ON VEHICLES	100
K500 MONITOR AIR REQUEST NETS	100
H299 INPUT DATA IN COMPUTERS	95
K512 PROCESS CLOSE AIR SUPPORT REQUESTS	95
H339 TEAR DOWN NVIS ANTENNA	95
J417 ERECT TENTS	90
J445 PERFORM CAMOUFLAGE TECHNIQUES	89
G295 WASH VEHICLES	89
H311 OPERATIONALLY CHECK RADIOS	89
H327 SET UP NEAR VERTICAL INCEDENCE SKYWAVE (NVIS) ANTENNA	89
K496 MAKE ENTRIES ON MISSION LOGS	84
J433 MAINTAIN FIELD GEAR	84
J456 PRACTICE PERSONAL HYGIENE UNDER FIELD CONDITIONS	84
J453 PRACTICE AUTHENTICATION OF COMBAT COMMUNICATIONS	84
K475 AUTHENTICATE RADIO TRANSMISSIONS	84
H310 OPERATIONALLY CHECK PALLETIZED RADIO SYSTEMS	84
H298 ERECT HIGH FREQUENCY (HF) EXTENDER KITS	84
H325 SET UP DOUBLET OR DIPLOE ANTENNAS	84
J451 PERFORM ROUTINE MAINTENANCE ON CHEMICAL PROTECTIVE MASKS	84
J423 FIRE M-16 RIFLES FOR PROFICIENCY	84
I363 REMOVE ANTENNAS	84
K513 PROCESS RECONNAISSANCE REQUESTS	79
J457 PRACTICE PERSONAL SANITATION UNDER FIELD CONDITIONS	79
K503 OPERATE AIR REQUEST NETS	79
J437 NAVIGATE BY VEHICLE DURING DAY OPERATIONS	79
H304 KEY ENCRYPTION EQUIPMENT	79
H337 TEAR DOWN HF EXTENDER KITS	79
H312 OPERATIONALLY CHECK REMOTE CONTROL UNITS	79
H306 LAY REMOTING CABLES	79
I380 REPLACE ANTENNAS	79
J460 PREPARE HELMETS AND LOAD BEARING EQUIPMENT FOR WEAR	74
K490 ENCODE RADIO MESSAGES	74

TABLE A10

GROUP ID NUMBER AND TITLE: GRP071, JUNIOR AIR SUPPORT OPERATIONS PERSONNEL
 GROUP SIZE: 13 PERCENT OF SAMPLE: 3
 AVERAGE GRADE: E-4 AVERAGE TICF: 53 MONTHS
 AVERAGE TAFMS: 65 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
H299 INPUT DATA IN COMPUTERS	100
K512 PROCESS CLOSE AIR SUPPORT REQUESTS	100
K500 MONITOR AIR REQUEST NETS	100
H311 OPERATIONALLY CHECK RADIOS	100
K490 ENCODE RADIO MESSAGES	100
F191 PERFORM OPERATOR INSPECTIONS ON VEHICLES	100
H298 ERECT HIGH FREQUENCY (HF) EXTENDER KITS	100
H309 OPERATIONALLY CHECK GENERATORS	100
I363 REMOVE ANTENNAS	100
G295 WASH VEHICLES	100
J423 FIRE M-16 RIFLES FOR PROFICIENCY	100
K513 PROCESS RECONNAISSANCE REQUESTS	92
H304 KEY ENCRYPTION EQUIPMENT	92
K475 AUTHENTICATE RADIO TRANSMISSIONS	92
D142 PARTICIPATE IN AIR FORCE PHYSICAL TRAINING (PT)	92
K495 MAKE ENTRIES ON COMMUNICATION LOGS	92
H323 SET UP COMMUNICATIONS PALLETS FOR OPERATION USING AUXILIARY POWER	92
K503 OPERATE AIR REQUEST NETS	92
J453 PRACTICE AUTHENTICATION OF COMBAT COMMUNICATIONS	92
J456 PRACTICE PERSONAL HYGIENE UNDER FIELD CONDITIONS	92
K485 DECODE RADIO MESSAGES	92
H310 OPERATIONALLY CHECK PALLETIZED RADIO SYSTEMS	92
H316 POSITION EQUIPMENT FOR OPERATIONAL USE	92
J451 PERFORM ROUTINE MAINTENANCE ON CHEMICAL PROTECTIVE MASKS	92
J430 LOAD AMMUNITION INTO WEAPONS	92
H326 SET UP LONG WIRE ANTENNAS	92
H340 TEAR DOWN RADIOS	92
H339 TEAR DOWN NVIS ANTENNA	92
I380 REPLACE ANTENNAS	92
H327 SET UP NEAR VERTICAL INCEDENCE SKYWAVE (NVIS) ANTENNA	92
H307 OPERATIONALLY CHECK "HAVE QUICK" SYSTEMS	92
K523 TRANSMIT RADIO MESSAGES	85
K496 MAKE ENTRIES ON MISSION LOGS	85
J457 PRACTICE PERSONAL SANITATION UNDER FIELD CONDITIONS	85
H334 TEAR DOWN COMMUNICATIONS PALLETS USING AUXILIARY POWER	85
H312 OPERATIONALLY CHECK REMOTE CONTROL UNITS	85

TABLE A11

GROUP ID NUMBER AND TITLE: GRP026, SENIOR AIR SUPPORT OPERATIONS PERSONNEL
 GROUP SIZE: 6 PERCENT OF SAMPLE: 1
 AVERAGE GRADE: E-5 AVERAGE TICF: 74 MONTHS
 AVERAGE TAFMS: 90 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
F191 PERFORM OPERATOR INSPECTIONS ON VEHICLES	100
J417 ERECT TENTS	100
J433 MAINTAIN FIELD GEAR	100
J445 PERFORM CAMOUFLAGE TECHNIQUES	100
H339 TEAR DOWN NVIS ANTENNA	100
K500 MONITOR AIR REQUEST NETS	100
K471 ACTIVATE ENVIRONMENTAL CONTROL UNITS (ECU)	83
K518 SET UP ECU	83
K519 TEAR DOWN ECU	83
D119 CONDUCT FORMAL CLASSROOM TRAINING	83
H299 INPUT DATA IN COMPUTERS	83
K496 MAKE ENTRIES ON MISSION LOGS	83
H308 OPERATIONALLY CHECK FIELD PHONES	83
H325 SET UP DOUBLET OR DIPOLE ANTENNAS	83
K512 PROCESS CLOSE AIR SUPPORT REQUESTS	83
H327 SET UP NEAR VERTICAL INCEDENCE SKYWAVE (NVIS) ANTENNA	83
L531 PERFORM SELF-HELP PROJECTS	67
G295 WASH VEHICLES	67
J437 NAVIGATE BY VEHICLE DURING DAY OPERATIONS	67
J469 TEAR DOWN TENTS	67
H336 TEAR DOWN DOUBLET OR DIPOLE ANTENNAS	67
H331 TEAR DOWN AB-250/292 FM ANTENNA KITS	67
J456 PRACTICE PERSONAL HYGIENE UNDER FIELD CONDITIONS	67
D117 ARRANGE FOR TRAINING AIDS	67
H337 TEAR DOWN HF EXTENDER KITS	67
J457 PRACTICE PERSONAL SANITATION UNDER FIELD CONDITIONS	67
B52 COUNSEL SUBORDINATES ON PERSONAL OR MILITARY-RELATED MATTERS	67
B69 SCHEDULE FORMAL CLASSROOM TRAINING	67
B47 ASSIGN SPECIFIC TASKS TO PERSONNEL	67
C112 WRITE APR	67
B49 CONDUCT ORIENTATIONS FOR AIR FORCE AND ARMY PERSONNEL	67
F186 DRIVE GOVERNMENT VEHICLES IN DESERT REGIONS	67
G204 CLEAN BATTERY BOXED ON VEHICLES	67
H306 LAY REMOTING CABLES	67
H311 OPERATIONALLY CHECK RADIOS	67
H312 OPERATIONALLY CHECK REMOTE CONTROL UNITS	67

TABLE A12

GROUP ID NUMBER AND TITLE: GRP074, INSTRUCTORS

GROUP SIZE: 12

PERCENT OF SAMPLE: 3

AVERAGE GRADE: E-5

AVERAGE TICE: 88 MONTHS

AVERAGE TAFMS: 104 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
D119 CONDUCT FORMAL CLASSROOM TRAINING	100
D114 ADMINISTER ORAL OR WRITTEN TESTS	100
D115 ADMINISTER SKILL PERFORMANCE TESTS	100
D142 PARTICIPATE IN AIR FORCE PHYSICAL TRAINING (PT)	100
D124 CONDUCT PHYSICAL TRAINING	100
D117 ARRANGE FOR TRAINING AIDS	100
D130 COUNSEL TRAINEES	100
D129 CONSTRUCT TRAINING AIDS	100
F191 PERFORM OPERATOR INSPECTIONS ON VEHICLES	100
J456 PRACTICE PERSONAL HYGIENE UNDER FIELD CONDITIONS	100
J457 PRACTICE PERSONAL SANITATION UNDER FIELD CONDITIONS	100
J459 PREPARE FOOD UNDER FIELD CONDITIONS	100
J435 NAVIGATE BY FOOT DURING DAY OPERATIONS	100
J436 NAVIGATE BY FOOT DURING NIGHT OPERATIONS	100
J433 MAINTAIN FIELD GEAR	100
J458 PREPARE BIVOUAC SITES	100
J465 SET UP CONVENIENCE EQUIPMENT, SUCH AS STOVES, HEATERS, OR LIGHTS	100
H332 TEAR DOWN BACKPACK RADIOS	100
D135 DEVELOP FORMAL TECHNICAL TRAINING COURSE MATERIALS	92
D151 UPDATE FORMAL TECHNICAL TRAINING COURSES	92
J437 NAVIGATE BY VEHICLE DURING DAY OPERATIONS	92
J438 NAVIGATE BY VEHICLE DURING NIGHT OPERATIONS	92
J411 CONSTRUCT SHELTERS	92
K475 AUTHENTICATE RADIO TRANSMISSIONS	92
J460 PREPARE HELMETS AND LOAD BEARING EQUIPMENT FOR WEAR	92
G295 WASH VEHICLES	92
J432 LOCATE WATER	92
J468 STOW CONVENIENCE EQUIPMENT, SUCH AS STOVES, HEATERS, OR LIGHTS	92
H311 OPERATIONALLY CHECK RADIOS	92
J469 TEAR DOWN TENTS	92
I363 REMOVE ANTENNAS	92
D120 CONDUCT GROUND ENVIRONMENT TRAINING	83
J445 PERFORM CAMOUFLAGE TECHNIQUES	83
K494 LOCATE TARGETS UTILIZING UNIVERSAL TRANSVERSE MERCATOR AND LONGITUDE/LATITUDE SYSTEMS	82

TABLE A13

GROUP TITLE: MANAGERS (COMBINED GRPS 56, 31)
 GROUP SIZE: 13 PERCENT OF SAMPLE: 3
 AVERAGE GRADE: E-7 AVERAGE TICF: 137 MONTHS
 AVERAGE TAFMS: 242 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
C107 REVIEW CORRESPONDENCE OR REPORTS	100
E153 COMPOSE CORRESPONDENCE OR REPORTS	100
C86 EVALUATE AFTER-ACTION REPORTS	100
A4 DETERMINE WORK PRIORITIES	100
D142 PARTICIPATE IN AIR FORCE PHYSICAL TRAINING (PT)	100
A37 PREPARE BRIEFINGS	92
A8 ESTABLISH PERFORMANCE STANDARDS	92
B44 ACCOMPLISH AFTER-ACTION REPORTS	92
A3 DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, SUPPORT EQUIPMENT, OR SUPPLIES	92
B79 SCHEDULE SPECIAL TRAINING OF INDIVIDUALS	85
A30 PREPARE AGENDA FOR STAFF MEETINGS	85
B60 IMPLEMENT IMPROVEMENTS IN TECHNIQUES	85
D143 PARTICIPATE IN ANCILLARY TRAINING	85
B47 ASSIGN SPECIFIC TASKS TO PERSONNEL	77
A12 PLAN BRIEFINGS	77
F187 DRIVE GOVERNMENT VEHICLES IN MOUNTAIN REGIONS	77
A27 PLAN STAFF STUDIES	77
C95 EVALUATE SUGGESTIONS	77
A15 PLAN EQUIPMENT DEPLOYMENTS	77
E154 COORDINATE WITH SUPPLY FUNCTIONS ON AVAILABILITY OF PARTS	77
C102 INSPECT FACILITIES	77
A10 ESTABLISH WORK SCHEDULES	77
A29 PREPARE ADDITIONAL DUTIES DESCRIPTIONS	77
D145 PARTICIPATE IN JOB-RELATED EDUCATIONAL CLASSES	77
A32 PREPARE AND UPDATE JOB DESCRIPTIONS	77
A5 DEVELOP ORGANIZATIONAL CHARTS	77
A2 DETERMINE BUDGETING OR FINANCIAL REQUIREMENTS	77

TABLE A14

GROUP ID NUMBER AND TITLE: GRP056, SUPERINTENDENT

GROUP SIZE: 8

PERCENT OF SAMPLE: 2

AVERAGE GRADE: E-7, E-8, E-9

AVERAGE TICF: 149 MONTHS

AVERAGE TAFMS: 269 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
C107 REVIEW CORRESPONDENCE OR REPORTS	100
E153 COMPOSE CORRESPONDENCE OR REPORTS	100
B52 COUNSEL SUBORDINATES ON PERSONAL OR MILITARY-RELATED MATTERS	100
A8 ESTABLISH PERFORMANCE STANDARDS	100
A4 DETERMINE WORK PRIORITIES	100
C112 WRITE APR	100
B60 IMPLEMENT IMPROVEMENTS IN TECHNIQUES	100
C86 EVALUATE AFTER-ACTION REPORTS	100
B44 ACCOMPLISH AFTER-ACTION REPORTS	100
B45 ASSIGN PERSONNEL TO DUTY POSITIONS	100
A10 ESTABLISH WORK SCHEDULES	100
A37 PREPARE BRIEFINGS	100
E172 PREPARE DUTY ROSTERS	100
D142 PARTICIPATE IN AIR FORCE PHYSICAL TRAINING (PT)	100
A32 PREPARE AND UPDATE JOB DESCRIPTIONS	100
B47 ASSIGN SPECIFIC TASKS TO PERSONNEL	88
B53 DIRECT ADMINISTRATIVE FUNCTIONS	88
A33 PREPARE AND UPDATE LOCAL POLICY DIRECTIVES	88
B84 SUPERVISE TACCS TECHNICIANS (AFSC 27570)	88
A34 PREPARE AND UPDATE OFFICE INSTRUCTIONS	88
C98 INDORSE AIRMAN PERFORMANCE REPORTS (APR)	88
A30 PREPARE AGENDA FOR STAFF MEETINGS	88
C103 INSPECT HOUSEKEEPING	88
A12 PLAN BRIEFINGS	88
C89 EVALUATE INSPECTION PROGRAMS	88
C85 ANALYZE DATA FOR MANPOWER UTILIZATION	88
A11 PLAN AGENDA FOR STAFF MEETINGS	88
A35 PREPARE AND UPDATE STANDING OPERATING PROCEDURES (SOP)	88
C102 INSPECT FACILITIES	88
B79 SCHEDULE SPECIAL TRAINING OF INDIVIDUALS	88
A29 PREPARE ADDITIONAL DUTIES DESCRIPTIONS	88
D143 PARTICIPATE IN ANCILLARY TRAINING	88
B51 COUNSEL SUBORDINATES ON INTERSERVICE RELATIONS	88
A3 DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, SUPPORT EQUIPMENT, OR SUPPLIES	88
E174 PREPARE MANPOWER CHANGE REQUESTS	88

TABLE A15

GROUP ID NUMBER AND TITLE: GRPO31, SENIOR GROUND OPERATIONS AND TRAINING PERSONNEL

GROUP SIZE: 5

PERCENT OF SAMPLE: 1

AVERAGE GRADE: E-6, E-7

AVERAGE TICF: 119 MONTHS

AVERAGE TAFMS: 199 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
E153 COMPOSE CORRESPONDENCE OR REPORTS	100
C107 REVIEW CORRESPONDENCE OR REPORTS	100
C86 EVALUATE AFTER-ACTION REPORTS	100
D117 ARRANGE FOR TRAINING AIDS	100
A20 PLAN PERSONNEL DEPLOYMENTS	100
F187 DRIVE GOVERNMENT VEHICLES IN MOUNTAIN REGIONS	100
D142 PARTICIPATE IN AIR FORCE PHYSICAL TRAINING (PT)	100
A15 PLAN EQUIPMENT DEPLOYMENTS	100
E154 COORDINATE WITH SUPPLY FUNCTIONS ON AVAILABILITY OF PARTS	100
H311 OPERATIONALLY CHECK RADIOS	100
A4 DETERMINE WORK PRIORITIES	100
A3 DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, SUPPORT EQUIPMENT, OR SUPPLIES	100
K494 LOCATE TARGETS UTILIZING UNIVERSAL TRANSVERSE MERCATOR AND LONGITUDE/LATITUDE SYSTEMS	100
H310 OPERATIONALLY CHECK PALLETIZED RADIO SYSTEMS	100
H321 SET UP BACKPACK RADIOS	100
H332 TEAR DOWN BACKPACK RADIOS	100
A37 PREPARE BRIEFINGS	80
C91 EVALUATE NEW EQUIPMENT	80
B79 SCHEDULE SPECIAL TRAINING OF INDIVIDUALS	80
D120 CONDUCT GROUND ENVIRONMENT TRAINING	80
A30 PREPARE AGENDA FOR STAFF MEETINGS	80
D143 PARTICIPATE IN ANCILLARY TRAINING	80
B44 ACCOMPLISH AFTER-ACTION REPORTS	80
A8 ESTABLISH PERFORMANCE STANDARDS	80
C95 EVALUATE SUGGESTIONS	80
A23 PLAN PROCUREMENT OF PERSONNEL	80
A27 PLAN STAFF STUDIES	80
H299 INPUT DATA IN COMPUTERS	80
J437 NAVIGATE BY VEHICLE DURING DAY OPERATIONS	80
J438 NAVIGATE BY VEHICLE DURING NIGHT OPERATIONS	80
B67 SCHEDULE DEPLOYMENT OF MOBILE COMMUNICATIONS SYSTEMS	80
J463 SELECT BIVOUAC SITES	80
E155 COORDINATE WITH SUPPLY FUNCTIONS ON IDENTIFICATION OF PARTS	80
F191 PERFORM OPERATOR INSPECTIONS ON VEHICLES	80

END

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